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REPORT

OF THE

SELECT COMMITTEE

ON

Conducting of Factories

AND

Fair Wage Clause.

Printed by Order of the Legislative Council.

JULY, 1906.

CAPE TOWN :

CAPE TIMES LIMITED, KEEROM STREET.

1906.

[C. 1-06.]—Factories and Fair Wage Clause.

A*

ORDERS OF THE COUNCIL.

30th May, 1906.

ORDERED:—That a Select Committee be appointed to inquire into the conducting of Factories in the Cape Colony with a view to eliciting :

- (a) If sufficient air space is provided.
- (b) Whether the sanitary arrangements are adequate.
- (c) The age and number of apprentices.
- (d) The wages paid.
- (e) The hours of labour.
- (f) That provisions be made for the shielding of dangerous machinery.

The Committee to have power to take evidence and call for papers, and to consist of Messrs. Smith, Dempers, Pyott, Powell, Dr. Petersen, and Mr. Köhler (Mover).

ORDERED:—That the subject matter of the following Motion be referred to the Select Committee appointed to inquire into the conducting of Factories in the Cape Colony:—

“That in the opinion of this House what is known as the Fair Wage Clause should be inserted in all Government Contracts.”

31st May, 1906.

ORDERED:—That the name of Colonel Bayly be added to the Select Committee on Factories.

25th June, 1906.

ORDERED:—That a Message be transmitted to the Honourable the House of Assembly, requesting that slips of the Evidence taken and to be taken by the Committee of the House of Assembly inquiring into the necessity for a Factory Act in this Colony, may be supplied to the Council for the information of its Committee on Factories, the like information to be supplied to the House of Assembly by the Committee of this House.

The Report and Evidence dealing with the question of a Fair Wage Clause in Government Contracts will be found after pages 87a of Evidence on Factories ; the two sections being distinguished by the letters "a" and "b."

and the man who did the underhand job. To all who have
seen the film, it is not difficult to imagine the kind of
harm that can be done to a person who is not
so well prepared to meet such an attack. I hope that
the film will be shown to many people, and that
it will help to prevent such a tragedy from ever
happening again.

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REPORT

OF THE

SELECT COMMITTEE appointed by Orders of the Legislative Council, dated the 30th May, 31st May, and 25th June, 1906, to inquire into the conducting of Factories in the Cape Colony, with a view to eliciting :

- (a) If sufficient air space is provided ;
- (b) Whether the sanitary arrangements are adequate ;
- (c) The age and number of apprentices ;
- (d) The wages paid ;
- (e) The hours of labour ;
- (f) That provision be made for the shielding of dangerous machinery ;
- (g) The insertion of the Fair Wage Clause in all Government Contracts ;

the Committee to have power to take evidence, call for papers, interchange slips of evidence with the Committee of the House of Assembly on Factory Act, and to consist of Col. BAYLY, Dr. PETERSEN, Messrs. SMITH, DEMPERS, PYOTT, POWELL and KÖHLER (Mover).

Your Committee, having carefully gone into the matters mentioned in the terms of reference, has come to the following conclusions :

1. That, taken as a whole, the larger and newer Factories are well conducted, and leave little to be desired. Indeed, in the case of one, the United Tobacco Companies' Factory, in Kloof Street, your Committee is of opinion that the conditions under which the work is being carried on are almost ideal,

and could hardly be improved upon. This Factory may well serve as a model to others, and where employers so evidently study the comfort of their employees it must tend, not alone to contentment, but also to a better return from the labour employed.

2. In the majority of cases sanitary arrangements are adequate, though your Committee has it in evidence that in some cases there are not sufficient w.c.'s for the number of hands employed, nor is there due regard paid to the segregation of the sexes, w.c.'s for men and women being next each other, and used indiscriminately. Your Committee considers that provision should be immediately made to remedy this state of affairs, and, as in the English Factory Act, there should be separately screened off entrances for men and women. It also appears that some places are seldom swept, and never whitewashed, nor are the floors ever washed. In any Factory Act brought forward it should be compulsory to keep these places clean by sweeping, washing the floor occasionally with some disinfectant, and whitewashing at least once in six months.

3. Although to-day there are fewer young children employed in Factories than there were 12 months ago, owing mainly to the Education Act of 1905, your Committee has reason to believe that children are still being employed at too young an age, and would recommend that no child under the age of 14 be allowed to work in any Factory, and that the hours of labour for women and young persons under 18 should be limited by law. The Victorian Act provides that: "No child under 13 may work in a Factory. No person under 16 years of age, and no woman or girl can be employed for more than 48 hours in a factory or workroom, provided that not more than 10 days in the year, and on not more than one day in any week, overtime to the extent of three hours may be worked, subject to the payment of overtime at *pro*

rata, and 6d. tea money. Notice of having worked overtime must be given to the chief inspector, and the reasons for working must also be stated."

4. According to the evidence given there does not appear to be a large number of apprentices employed in any trade, unless the young girls employed in the manufacture of cigarettes at the average wage of 10/- per week be deemed to be learners or apprentices. As they are at liberty to leave at short notice they might rather be termed improvers. In view of the recommendation in a subsequent paragraph for the appointment of Wages Boards, your Committee does not deem it advisable to go into the question of either the number of apprentices to be allowed or wages paid.

5. Except in the cases of the tailors working in small workshops and the seamstresses, the hours do not appear to be unduly long. Again, as far as the hours are concerned it appears to be (except in the cases of young persons and children as enumerated above and seamstresses) a matter to be decided upon by a Wages Board, the Committee not feeling itself sufficiently conversant with the requirements of either the masters or men to make any recommendation.

6. In some of the large factories there appears to be ample protection from machinery, in others again no provision appears to have been made, and your Committee would strongly recommend that regulations be framed to provide for :

- (a) That all dangerous parts of machinery must either be securely fenced, or be in such position or of such construction as to be equally safe to every person employed or working in the Factory as it would be if it were securely fenced.
- (b) Every steam boiler used in a Factory or Workshop must be examined by a competent person at least once a year.

- (c) No children, young persons or women should be allowed to clean any dangerous part of any machinery whilst in motion.
- (d) There shall be reasonable means of escape in case of fire. All doors of escape shall open to the outside, and, if kept locked, the key shall be in such position as to be easily reached by those wishing to escape.
- (e) The magistrate, on complaint of an inspector, and on being satisfied that any place used as a factory or workshop is in such a condition that any manufacturing process or handicraft carried on therein cannot be so carried on without danger to health, life, or limb, may, by order, prohibit the use of that place for the purpose of that process or handicraft, until such works have been executed as are in the opinion of the court necessary to remove the danger.
- (f) Any apartment where two or more persons are at work preparing goods for trade or sale should be registered as a workshop and come under the regulations of a Factory Act.
- (g) There should be a statutory limit to the number of persons employed in proportion to air space. The British Factory and Workshop Act of 1901 Chapter 22 provides as follows: "A factory shall for the purpose of this Act, and a workshop shall for the purposes of the law relating to public health, be deemed to be so overcrowded as to be dangerous or injurious to the health of the persons employed therein, if the number of cubic feet of space in any room therein bears to the number of persons employed at one time in the room a proportion less than two hundred and fifty, or, during any period of overtime, four hundred cubic feet space to every person." The Town Council of Cape Town have a rule allowing, according to the evidence of the Sanitary Superintendent of

the Cape Town Corporation, 300 cubic feet ^{Ques. 653a} of air space to each person; it, however, does not appear, judging by further evidence, that the Municipal inspection of the smaller workshops is as effective as it should be; for this reason it might be advisable to have a clause in the Act, authorizing the Colonial Secretary to appoint such Factory Inspectors as may be necessary from time to time. If on the other hand the Municipalities would undertake an adequate supervision of the Act, it could be left in their hands, in which case it would be advisable that fees and fines should go towards the Municipal revenue. Due provision should be made for the proper ventilation of all workrooms and factories. Your Committee would call attention to the ^{Ques. 35a.} evidence of Mr. McKillop, where he says: "I was at the.....office for three years and there the 'lino.' men work under conditions which should not be allowed. There are three men in a small room with six gas jets burning in it, and the ventilation is simply murdering."

7. Your Committee finds that in the case of some trades, particularly tailoring, owing to the system in vogue, there is undoubtedly a considerable amount of sweating. The custom of giving out garments by piecework to sub-contractors to be made up in their own homes has led to the creation of a large number of small workshops, where men, women and children labour under insanitary conditions, making up clothing in small rooms in which they both eat and sleep, and in which the ventilation and air space leave much to be desired, particularly where work is being carried on at night, and both a paraffin lamp and stove are burning in the room. There is no doubt that in these places unusually long hours are worked, very frequently until midnight, and

at times all through the night. The conditions are not healthy, and must tend to produce an undesirable class of people, weak both in body and intellect. Working long hours at night with insufficient light must also eventually weaken their eyesight. Moreover, it appears that it is not from avarice or greed that these long hours are worked, but these unfortunate people are compelled to do this, owing to the conditions under which the clothing trade is carried on.

On occasions they may be quite without work; at other times they are given work at 4 and 5 p.m., and told that it is wanted next day, and if not delivered in time "it is of no use." Your Committee believe this is done very frequently and is due to a want of thought and consideration on the part of the public, as well as of the foremen cutters. On the part of the public, when they put off from day to day ordering their clothing and then rush in to their tailors and demand it within a certain time; on the other hand the foremen cutters who often first cut out all the clothing required for those working in the establishment, or put off cutting the outside work for some days and only cut at the latest possible moment.

8. The remedy for this state of affairs would be:

- (a) More consideration on the part of the public.
- (b) Master tailors should decline to agree to finish an order by a given time unless they are satisfied that such order can be completed during the regular working hours.
- (c) More consideration on the part of the foremen cutters.
- (d) An Act which would compel all clothing to be made only in approved factories subject to proper inspection and control.

This might be considered a hardship, as it would prevent many married women who now work in

their homes from augmenting their incomes. However, from the evidence given, the workers seem to be unanimously of opinion that such a regulation would tend to better their position infinitely.

9. Whilst having every sympathy with those who are now compelled to work in their own homes at night, your Committee is of opinion that the system involves grave danger to the community and that in the event of any epidemic in the larger towns the results may prove disastrous. Looking back upon the way in which epidemics of small-pox, plague, etc., in past years took such a rapid hold upon the City of Cape Town, it might well be found, upon inquiry, that the existing tailoring system was responsible to a large extent for the difficulties met with in the endeavour to confine and stamp out these diseases.

10. A system which compels men and women to work unduly long hours in order to earn a living wage will and does undoubtedly prevent young Colonials from becoming tailors, and the trade will drift more and more into the hands of an undesirable class of persons. From personal inspection, your Committee is of opinion that the position of the out-workers in the tailoring trade is an impossible one, and immediate steps are necessary to remedy what is really a deplorable state of affairs.

11. Your Committee has experienced some difficulty in procuring evidence from the seamstresses, it being stated that they were afraid to come forward, but from the evidence given by Mr. Salter and the one lady who does not wish her name to be made public (your Committee, following a precedent set by one of the Australian Colonies in a public inquiry into sweating, allowed this) it appears that the lot of the seamstresses is in some cases very little better. Having to work right through the day, with one hour for dinner, and then on to nine at night

Ques. 150a
—297a.

Ques. 561a
—602a.

without a break for tea, is anything but conducive to the health of the future motherhood of this country, and when that is done for five nights in one week, one cannot wonder that the unfortunate seamstress should break down and be unable to be at her work on the sixth day. Your Committee can hardly credit that any firm of repute would knowingly dismiss an employee under such circumstances : it would in all probability be due to an irate foreman or forewoman who felt responsible for the completion of certain work in a given time.

Your Committee has it in evidence that in certain

Ques. 168a. dressmaking establishments, whereas the outer
Ques. 581a. doors are closed at the regular hours, the seam-

stresses are kept at work indoors. It is probably only because no public attention has been drawn to this custom amongst certain firms that it is carried on in the way stated. Your Committee would strongly urge that there should be a limit of five hours placed as the outside at which women and girls should be allowed to labour continuously. There should also either be an allowance for tea money or tea should be provided.

Appendix C. 12. It also appears, from the evidence of the feather sorters of Oudtshoorn that they are working under undesirable conditions and that better accommodation and more regular hours are needed. Some means should be found of dealing with the dust arising from the feathers, which, from the evidence of the witness, W. L. Vos (who is described by the Town Clerk of Oudtshoorn as a reliable man), causes serious injury to health.

Ques. 314a. 13. Cape Town has lately experienced a small
—392a. lock-out of some of the cigarette workers, and though a little while back there was a certain amount of dissatisfaction in that trade, the dissatisfied workers have combined and under a system of co-operation are manufacturing cigarettes at such a profit that they are enabled to pay the workers a higher wage and still retain an ample margin.

14. Whilst the majority of manufacturers who have given evidence have declared themselves in favour of a Factory Act, though few of them appear to have studied past Acts or know much about them, one or two have stated that there is no need for a Factory Act, as there are no Factories here. Your Committee has had a return prepared by the Cape Police, from which it appears that in Cape Town and suburbs alone there are no less than 208 Factories where four or more persons are employed in manufacturing articles for sale. This does not take into account the tailoring and other workshops previously described, where your Committee has it, from two to six persons are employed in the manufacture of clothing.

Appendix E.

15. Taking all the evidence into consideration, your Committee is of opinion that it would not be advisable to delay the bringing in of a Factory Act any longer. There are already a great number of Factories in the larger towns of this Colony, each year more are springing into existence, and under the new Customs Tariff it is very likely that there will be a considerable augmentation during the next few years. It is deemed advisable that besides controlling those already here, rules should be laid down under which the new ones should come into existence. This is not likely to prove a hardship, but will enable manufacturers to know exactly under what conditions they have to start their business.

16. Of the different Factory Acts brought to the notice of your Committee, it considers the Victorian one, which provides for the system of Wages Boards, the best. The evidence of most of the workers, who are acquainted with factory legislation, is in favour of the Victorian Act. Your Committee would draw attention to the valuable evidence of Mr. Thomas Palmer, who has himself been Chairman of several of such boards in Victoria.

Appendix A.
Ques. 125a.
—149a.

17. Your Committee has examined several witnesses on the working of the Fair Wage Clause, particularly Mr. Advocate Alexander, who conducted the negotiations which resulted in the adoption of the Clause by the Corporation of Cape Town, and is of opinion that both in the interests of workpeople and as a protection for the honest contractor the Clause, or one of similar import, might be adopted in Government Contracts. It would appear that no legislation is absolutely necessary for this to be done, but it was pointed out by the witness referred to that to embody the adoption of the Clause in an Act would prevent any future Government departing from it without further consulting Parliament.

18. In conclusion, your Committee would urge that any Factory Act introduced should be simple in form, and whilst providing for the just requirements of the workers, should not be unduly harassing to the masters. A fair and equitable Act will, your Committee feels assured, be to the great advantage of both masters and men, and will result in the betterment of the daily life of a large number of people ; whilst under it, as in Victoria, manufactories will largely increase and continue to prosper.

CHAS. W. H. KÖHLER,
Chairman.

Committee Rooms,
Legislative Council,
17th July, 1906.

RAPPORT

VAN HET

SELECT COMITE, aangesteld op last van den Wetgevenden Raad, gedateerd 30 Mei, 31 Mei en 25 Juni, 1906, om onderzoek te doen naar de wijze, waarop de Fabrieken in de Kaap Kolonie worden gedreven, met het doel om aan het licht te brengen :

- (a) Of voorziening gemaakt wordt voor genoegzame luchtruimte.
- (b) Of de gezondheids schikkingen voldoende zijn.
- (c) Den ouderdom en het getal der leerlingen.
- (d) Het loon betaald.
- (e) De uren van arbeid.
- (f) Voorziening ter bescherming van gevaarlijke machinerie.
- (g) De invoeging in alle Gouvernement Contracten van de Billijke Loon Clausule;

het Comité macht te hebben om getuigenis in te winnen, papieren te vragen, druk proeven van getuigenis met het Comité van de Wetgevende Vergadering in zake de Fabrieken Wet, te wisselen en te bestaan uit Col. BAYLY, Dr. PETERSEN, de heeren SMITH, DEMPERS, PYOTT, POWELL en KÖHLER (den Voorsteller).

Uw Comité, zorgvuldig overwogende hebbende, de zaken in de termen van opdracht, is tot de volgende gevolgtrekkingen gekomen :

1. Dat, in het geheel genomen, de grootere en nieuwere Fabrieken goed worden bestuurd en weinig te wenschen overlaten. Inderdaad in het geval van één Fabriek, het Vereenigde Tabaks Maatschappij Fabriek, in de Kloof Straat, is uw

Comité van gevoelen dat de voorwaarden waaronder het werk uitgevoerd wordt, bijna een ideaal zijn en nauwelijks kunnen worden verbeterd. Dit Fabriek kan goed als een model voor andere dienen en waar de empleerdeers zoo in het oog loopend het gemak van hun geemployeerd bestudeeren, moet zulks strekken niet alleen tot tevredenheid, maar ook tot een beter winst uit den arbeid gebruikt.

2. In de groote meerderheid van gevallen, zijn de gezondheids schikkingen voldoende, alhoewel uw Comité het in het getuigenis opmerkt, dat in sommige gevallen er niet genoegzame Sekreten zijn voor het getal handen geemployeerd, ook wordt er niet behoorlijk zorg gedragen voor de afzondering van de seksen, de Sekreten voor mannen en vrouwen zijnde naast elkander en worden door elkander gebruikt. Uw Comité is van oordeel dat voorziening dadelijk behoort gemaakt te worden, om dezen toestand van zaken te verhelpen en gelijk in de Fabrieken Wet van England behooren er afzonderlijke ingesloten toegangen te zijn voor mannen en vrouwen. Het blijkt ook dat sommige plaatsen zelden worden geveegd en nooit gewit worden, ook worden de vloeren niet gewasschen. In eenige Fabrieken Wet, ingediend, behoort het bindend te zijn om deze plaatsen schoon de houden, ze te vegen en den vloer nu en dan met een ontsmettend middel te wasschen en minstens eens in zes maanden te witten.

3. Alhoewel er thans veel minder jonge kinderen in Fabrieken worden geemployeerd dan zulks het geval was 12 maanden geleden, hoofdzakelijk te wijten aan de Opvoedings Wet van 1905, heeft uw Comité reden te gelooven dat kinderen nog op te jeugdigen ouderdom in dienst worden genomen, en zou willen aanbevelen dat geen kind onder 14 jaren oud, geoorloofd wordt in eenig Fabriek te werken en dat de arbeidsuren voor vrouwen en jonge personen onder 18 jaren oud, door de wet worde beperkt. De "Victoriaansche Wet" be-

paalt dat "Geen kind onder 13 jaren oud in een Fabriek mag werken. Geen persoon onder 16 jaren oud en geen vrouw of meisje mag geemployeerd worden voor meer dan 48 uren, in een fabriek of werk kamer, mits dat niet meer dan 10 dagen in het jaar, en op niet meer dan één dag in eenige week, een overschoft van drie uren duur, worde gedaan, onderworpen aan de betaling van overschoft *pro rata* en 6d. aan theegelden. Kennisgeving van over den tijd gewerkt te hebben, moet aan den hoofd inspecteur geschieden en de redenen voor zoodanig werk moeten ook worden aangegeven.

4. Volgens het gegeven getuigenis, schijnt er geen groot aantal leerlingen in eenige nijverheid geemployeerd te zijn, tenzij de jonge meisjes geemployeerd in het fabriceren van Cigaretten tegen het gemiddeld loon van 10s. per week als leerlingen of kweekelingen worden beschouwd. Daar zij de vrijheid hebben om op een korte kennisgeving hun dienst te verlaten, mag men ze liever "improvers" noemen. Met het oog op de aanbeveling in een volgend paragraaf voor het oprichten van Loon Besturen, acht uw Comité het niet raadzaam de kwestie te behandelen van hoeveel leerlingen toegelaten moeten worden of het loon dat zij ontvangen moeten.

5. Behalve in het geval van snijders, die in kleine werkplaatsen arbeiden, en de naaisters schijnen de arbeids uren niet onbehoorlijk lang te zijn. Nog eens in zooverre het de arbeidsuren betreft, schijnt het (behalve in het geval van jonge personen en kinderen als hierboven genoemd en naaisters) een zaak te zijn, die door een Loon Bestuur moet worden beslist, daar het Comité zich niet genoeg op de hoogte gevoelt van de vereischten van de meesters of de geemployeerden, om enige aanbeveling te doen.

6. In sommige van de groote fabrieken, schijnt er genoegzame bescherming te zijn tegen machinerie, in andere fabrieken schijnt geen voorziening te

zijn gemaakt, en uw Comité beveelt ernstig aan dat regulaties worden opgetrokken om voorziening te maken voor :

- (a) Dat alle gevvaarlijke deelen van machinerie of goed worden ingesloten of in zoodanige positie of van zoodanigen bouw zijn, ten einde even zoo veilig te zijn voor eenigen persoon geemployeerd of werkende in het Fabriek, als het zijn zonder indien goed ingesloten.
- (b) Elke Stoem Ketel in een Fabriek of Werkplaats gebruikt, moet door een bevoegden persoon minstens eenmaal in het jaar worde onderzocht.
- (c) Geen kinderen, jonge personen of vrouwen, zullen geoorloofd zijn eenig gevvaarlijk deel van enige machinerie, terwijl het in beweging is reinigen.
- (d) Er moeten redelijke middelen van ontkomen zijn in het geval van brand. Alle ontkomingsdeuren moeten naar buiten opengaan, en, indien zij gesloten worden gehouden, zal de sleutel in zoodanige positie zijn, om gemakkelijk te worden bereikt door dezulken die ontkomen willen.
- (e) De Magistraat op de klacht van een inspecteur, en wanneer hij overtuigd is, dat eenige plaats als een fabriek of werk plaats gebruikt, in zoodanigen toestand verkeert, dat eenig fabricceeren proces of handwerk daarin uitgevoerd, niet alzoo kan worden uitgevoerd, zonder gevvaar aan de gezondheid, lijf of leven, mag op last, het gebruik van de plaats, voor het doel van zoodanig proces of handwerk, verbieden, tot dat zoodanige werken gedaan zijn, als naar het gevoelen van het hof noodig zijn, om het gevvaar te verwijderen.
- (f) Eenig vertrek, waar twee of meer personen werken, goederen bereidende voor den handel of voor verkoop, moet als een

werkplaats worden geregistreerd en onder de regulaties van een Fabrieken Wet komen.

(g) Daar behoort een wetsbeperking te zijn voor het getal personen, geemployeerd in evenredigheid tot de lucht ruimte. De Britsche Fabrieken en Werkplaatsen Wet van 1901, Hoofstuk 22. bepaalt als volgt: "Een fabriek zal, voor het doel van deze Wet, en een werkplaats zal voor de doeleinden van de wet, betrekking hettende op de publieke gezondheid, beschouwd worden zoo overgevuld te zijn, dat het gevaarlijk of nadeelig voor de gezondheid van dezulken, erin geemployeerd, wordt, indien het aantal cubieke voet van ruimte in eenig vertrek daarin, gevenredigd zijn aan het getal personen, tegelijker tijd in het vertrek geemployeerd, minder dan twee honderd en vijftig voet of gedurende een tijdperk van overschoft, vier honderd cubieke voet ruimte voor elken persoon." De Stads Raad van Kaapstaad heeft een regel, veroorlopende, volgens het getuigenis van den Gezondheids Superintendent van de Corporatie van Kaapstad, 300 cubieke voet van lucht ruimte voor elken persoon; het blijkt echter niet, oordeelende naar verdere getuigenis dat de municipale inspectie van de kleinere werk plaatsen, zoo doeltreffend zijn als zij behoort te zijn, om dezen reden mocht het raadzaam zijn, een clausule in de Wet te hebben, machtingende den Kolonialen Secretaris zoodanige Inspecteurs van Fabrieken aan te stellen, als van tijd tot tijd noodig wordt bevonden. Indien aan den anderen kant, de Municipaliteiten een voldoend toezicht van de Wet ondernemen willen, kon het in hunne handen worden gelaten, in welk geval,

het raadzaam zijn zou dat loon en boeten als aan Municipale inkomsten behorende, zullen worden gerekend. Behoorlijke voorziening moet gemaakt worden voor de doeltreffende ventilatie van alle werkkamers en fabrieken.

Vraag 35a. Uw Comité bepaalt de aandacht bij het getuigenis van den heer McKillop, waar hij zegt: "Ik was op het kantoor voor drie jaren en daar verrichten de "lino" werklieden hun arbeid onder voorwaarden, die niet toegelaten behooren te worden. Er zijn drie mannen in een kleine kamer met zes gaslichten erin brandende en de ventilatie is eenvoudig moordadig.

7. Uw Comité vindt dat in het geval van sommige ambachten, vooral kleermakerij, tengevolge van het stelsel in zwang, is er ongetwijfeld heelwat sloverij. De gewoonte van onze kleedingstukken bij wijze van stuk werk aan sub-contracteurs te geven, om in hun eigen huizen te worden gemaakt, heeft geleid tot het in leven roepen van een groot aantal van kleine werkplaatsen waar mannen, vrouwen en kinderen onder ongezonde toestanden arbeiden, kleederen makende in kleine kamers waarin zij beide eten en slapen en waarin de ventilatie en lucht ruimte veel te wenchen overlaten, vooral waar het werk des nachts gedaan wordt en een paraffine lamp en stoof in de kamer branden. Het is ongetwijfeld zeker dat er buitengewone lange uren worden gewerkt, zeer dikwijls tot middernacht en bij tijden gedurende den nacht. De toestanden zijn niet gezond en moeten strekken een ongewenschte klasse van menschen, zwak beide in lichaam en verstand, voort te brengen. Lange uren 's nachts te werken met ongenoegzaam licht moet uiteindelijk hun gezicht verzwakken. Daarinboven blijkt het dat het niet uit geldgierigheid of begeerlijkheid is dat men deze lange uren werkt, doch deze ongelukkige menschen worden genoodzaakt zulks te doen, wegens de voorwaarden waaronder de kleermakerij gedreven wordt.

Somtijds zijn zij geheel en al zonder werk, op andere tijden wordt hun werk om 4 en 5 ure p.m. gegeven en wordt hun gezegd dat het voor den volgende dag verlangd wordt, en indien niet bij tijds ingeleverd, "het van geen nut is". Uw Comité gelooft dat zulks zeer dikwijls wordt gedaan en te wijten is aan het gebrek aan nadenking en consideratie aan de zijde van het publiek, zoowel als dat van de voorsnijders. Aan de zijde van het publiek, wanneer zij van dag tot dag uitstellen hunne kleederen te bestellen en zich dan in der haast naar de snijders begeven en dezelve binnen een zeker tijd eischen; aan den anderen kant zijn het de voorsnijders, die eerst al de kleederen uitsnijden, benoodigd voor degenen die in de inrichting werken, of voor eenige dagen het snijden van het werk, dat buiten af gedaan wordt uitstellen en het slechts op den laatsten mogelijken oogenblik snijden.

8. Het middel voor deze toestand van zaken zou zijn :

- (a) Meer consideratie aan de zijde van het publiek.
- (b) De Meester Kleedermakers moeten weigeren hun toestemming te geven om een bestelling in een zekeren tijd, tenzij zij overtuigd zijn dat zoodanige bestelling voltooid kan worden gedurende de geregelde werk uren.
- (c) Meer consideratie aan de zijde van de voorsnijders.
- (d) Een Wet, dat gebieden zal dat alle kleederen slechts in goedgekeurde fabrieken gemaakt moeten worden, onderworpen aan behoorlijke inspectie en beheer.

Dit mag als een ongemak worden beschouwd, daar het vele getrouwde vrouwen, die nu in hunne huizen werken, verhinderen zal om hun inkomsten te vermeerderen. Uit het geven getuigenis

echter, schijnen de werkers unaniem van opinie te zijn, dat zoodanige regulatie strekken zal om hun positie oneindig te verbeteren."

9. Terwijl uw Comité alle sympathie heeft met dezulken, die nu verplicht zijn in hun eigen huizen 's nachts te werken, is het van gevoelen dat het stelsel ernstig gevaar voor de maatschappij in zich sluit en dat in het geval van eenige epidemie in de grootere steden, zullen de gevolgen noodlottig worden bevonden. Bij het terugzien op de wijze waarop de epidemies, zooals de pokken, de plaag, enz., in verledene jaren met zulk een snelheid zoo veel macht in de Kaapstad hadden, mocht het wel ontdekt worden, bij onderzoek, dat het bestaande snijders stelsel, voor een groot deel verantwoordelijk was voor de moeilijkheden die men ontmoette in de poging om deze ziekten te beperken en uit te roeien.

10. Een stelsel, dat mannen en vrouwen dwingt buitengewone lange uren te werken, ten einde een loon tot onderhoud te verdienen, zal verhinderen en verhindert ongetwijfeld jonge Koloniale mannen van snijders te worden en het beroep zal al meer en meer komen in de handen van een ongewenschte klas van personen. Uit persoonlijke inspectie is uw Comité van gevoelen dat de positie van degenendie uit werken in het snijdersambacht, een onhoudbare is, en dadelijke stappen zijn noodig om te verhelpen wat werkelijk een betreuringswaardigen toestand van zaken is.

11. Uw Comité heeft eenigszins moeite gehad in het bekomen van het getuigenis van de naaisters, daar het gezegd werd dat zij bevreesd waren voorwaarts te komen, doch uit het getuigenis gegeven door den heer Salter en de zekere dame, die niet wenscht dat haar naam publiek zal worden gemaakt, uw Comité een vroeger gelijksoortig voorbeeld volgende, gegeven door één van de Australische Kolonies met betrekking tot een publiek onderzoek naar slaverij, heeft dit toegela-

ten) blijkt dat het lot van de naaisters in sommige gevallen zeer weinig beter is. Den geheelen dag door te moeten werken, met één uur voor het middagmaal en dan weer tot negen uur in den avond, zonder een tusschenpooze voor het avondmaal, is alles behalve bevorderlijk tot de gezondheid van het toekomstig moederschap van dit land, en wanneer zulks voor vijf avonden in ééne week wordt gedaan, is het niet te verwonderen, dat de arme naaister verzwakt en niet in staat is haar werk op den zesden dag te doen. Uw Comité kan nauwelijks gelooven dat eenige firma van goeden naam met voorbedachtheid eenige geemployeeerde onder zoodanige omstandigheden afdanken zal: zooiets zou naar alle waarschijnlijkheid te danken zijn aan een toornigen voorman of vrouw, die zich verantwoordelijk gevoelt voor de voltooiing van zeker werk binnen een gegeven tijd. Uw Comité heeft het in het getuigenis opgemerkt dat in zekere kleedermakerij inrichtingen, alhoewel de buiten deuren op geregelde uren gesloten worden, de naaisters aan het werk binnen worden gehouden. Het is waarschijnlijk slechts om dat de publieke aandacht niet gevestigd is op deze gewoonte bij zekere firma's dat zulks werd uitgevoerd op de wijze genoemd. Uw Comité dringt sterk erop aan dat er uiterst een beperking van vijf uren zou zijn, waarin vrouwen en meisjes toegelaten zullen worden tot aanhoudenden arbeid. Er behoort ook een vergunning van thee gelden te zijn of anders behoort thee verschafft te worden.

12. Het blijkt ook uit het getuigenis van de sorteerders van vederen van Oudtshoorn dat zij onder ongewenschte toestanden werken en dat beter accomodatie en meer geregelde uren van noode zijn. Het een of ander middel moet worden gevonden voor het behandelen van het stof, komende uit de vederen, hetwelk volgens het getuigenis van den getuige W. L. Vos (die beschreven wordt door den Stads Klerk

Vraag 168a.
Vraag 581a.

Bijvoegsel C.

van Oudtshoorn een vertrouwbaar man te zijn ernstige schade aan de gezondheid veroorzaken.

Vraag 314a.—
302a.

13. Kaapstad heeft onlangs een kleine uitsluiting van sommige der cigaretten workers ondervonden en alhoewel er een korte tijd geleden een zekere mate van ontevredenheid in dien handel bestond, hebben de ontevredenen samen gespant en onder een stelsel van co-operatie, cigaretten fabriceeren, met zoodanige winst, dat zij in staat zijn de workers een hooger loon te betalen en nog meer dan genoeg voor zichzelven overhebben.

14. Terwijl de meerderheid van de fabrikanten die getuigenis hebben gegeven, zich ten gunste van de Fabrieken Wet, hebben verklaard, alhoewel weinigen hunner schijnen zoodanige Wetten van het verledene te hebben bestudeerd of veel ervan afweten, één of twee hebben gezegd dat er geen behoefte aan een Fabrieken Wet bestaat, terwijl hier geen Fabrieken zijn. Uw Comité heeft een opgaaf laten bereiden door de Kaapsche Politie, waaruit blijkt dat in Kaapstad en voorsteden er niet minder dan 208 Fabrieken zijn, waarin vier of meer personen geemployeerd zijn in het fabriceeren van artikels voor verkoop. Dit sluit niet in de snijders en andere werkinkels vroeger beschreven, ten opzichte waarvan uw Comité overtuigd is dat van twee tot zes personen geemployeerd zijn in het fabricceren van kleedingstukken.

15. Al het getuigenis in overweging nemende, is uw Comité van gevoelen dat het niet wenschelijk zou zijn om het inleveren van de Fabrieken Wet langer uit te stellen. Er zijn reeds een groot aantal Febricken in de grootere steden van deze Kolonie, elk jaar komen nog meer tot stand en onder het nieuwe Invoerrechten Tarief, is het zeer waarschijnlijk dat er een aanzienlijke vermeedering zal zijn, gedurende de volgende paar jaren. Het wordt wenschelijk geacht dat behalve dezulken die alreede hier zijn te beheerschen, regels neergelegd behooren te worden, waaronder de nieuwe

fabrieken zullen staan. Het is niet waarschijnlijk dat zulks een verdrukking zijn zal, doch zal fabrieken in staat stellen juist te weten te komen onder welke voorwaarden zij hun bezigheid beginnen moeten.

16. Van de verschillende Fabrieken Wetten die onder de aandacht van uw Comité zijn gekomen, beschouwt het die van Victoria het beste, waarin voorziening wordt gemaakt voor het stelsel van Loon Besturen. Het getuigenis van de meeste workers, die bekend zijn met fabrieken wetgeving, is ten gunste van de Victoriaansche Wet. Uw Comité wenscht de aandacht te bepalen bij het kostbare getuigenis van den heer Thomas Palmer, die zelf voorzitter geweest is van verschillende zoodanige Besturen in Victoria.

17. Uw Comité heeft verschillende getuigen onderzocht op de werking van de Billijke Loon Clausule, meer bijzonder Advocaat Alexander, die de onderhandelingen heeft geleid, die ten gevolge hadden de aanname van de Clausule door de Corporatie van Kaapstad en is van gevoelen dat beide in de belangen van de werkslieden en als een bescherming voor den eerlijken contracteur, de Clausule, of een van dergelijken inhoud, kan in Gouvernementen Contracten worden aangenomen. Het schijnt dat geen wetgeving absoluut noodzakelijk is dat zulks wordt gedaan, doch het werd aangetoond door den getuige naar verwezen, dat om de aanname van de Clausule in een Wet in te lijven, zou eenige toekomstige Gouvernement verhinderen ervan af te wijken zonder verder het Parlement te raadplegen.

18. Ten slotte zou uw Comité erop willen aandringen dat eenige Wet op Fabrieken, die ingediend wordt, eenvoudig in vorm behoort te zijn, en terwijl zij voorziening maakt voor de rechtmatige vereischten van de workers, niet onbehoorlijk kwellend behoort te zijn voor de meesters. Een billijke en rechtvaardige Wet zal, is uw Comité

verzekerd van, dienen tot groot voordeel beide voor employeerders en geemployeerden en zal ten gevolge hebben de verbetering van het dagelijksch leven van een groot aantal mensen; terwijl eronder, zooals in Victoria, fabrieken grootelijks vermeerderen zullen en voortduurend zullen bloeien.

CHAS. W. H. KÖHLER,
Voorzitter.

Comité Kamers.

Wetgevenden Raad,
17 Juli, 1906.

PROCEEDINGS OF COMMITTEE.

PROCEEDINGS OF THE SELECT COMMITTEE, appointed by Orders of the Legislative Council, dated the 30th May, 31st May, and 25th June, 1906, to inquire into the conducting of Factories in the Cape Colony, with a view to eliciting:

- (a) If sufficient air space is provided;
- (b) Whether the sanitary arrangements are adequate;
- (c) The age and number of apprentices;
- (d) The wages paid;
- (e) The hours of labour;
- (f) That provision be made for the shielding of dangerous machinery;
- (g) The insertion of the Fair Wage Clause in all Government Contracts;

the Committee to have power to take evidence, call for papers, interchange slips of evidence with the Committee of the House of Assembly on Factory Act, and to consist of Col. BAYLY, Dr. PETERSEN, Messrs. SMITH, DEMPERS, PYOTT, POWELL and KÖHLER (Mover).

Thursday, 31st May, 1906.

PRESENT :

Mr. Köhler.
Mr. Powell.

Mr. Smith.
Mr. Pyott.

Order of Council of 30th May, 1906, appointing Committee read.

Order of Council of 30th May, 1906, referring subject matter of following motion to Committee: "That in the opinion of this House what is known as the Fair Wage Clause should be inserted in all Government Contracts," read.

Resolved: That Mr. Köhler be Chairman of this Committee.

Chairman laid on Table:

"Summary of Chief Clauses of Victorian Factories and Shops Acts." [Appendix A.]

Resolved: That the evidence relating to the Fair Wage Clause be separated from that of the Factory Act.

Resolved: That the Clerk communicate with the Secretary of the Trades and Labour Council informing him of the scope of this Committee and asking him to nominate witnesses to give evidence.

Resolved: That the Clerk communicate with the Secretary of the Manufacturers' Association informing him of the scope of this Committee, and asking him to nominate witnesses to give evidence.

Resolved: That Mr. Corben, Chief Sanitary Inspector, Cape Town Council, be invited to give evidence before this Committee.

Resolved: That the Librarian of the Parliamentary Library be requested to furnish the following documents for the information of this Committee:—

- (1) The Latest English Factory Acts;
- (2) The Report of the Select Committee of the House of Lords on Sweating.

Resolved: To examine the Trades and Labour Council witnesses at next meeting.

Adjourned until Tuesday, 5th June, 1906, at 11 a.m.

Tuesday, 5th June, 1906.

PRESENT:

Mr. KÖHLER (Chairman).

Mr. Smith.	Dr. Petersen.
Mr. Powell.	Col. Bayly.
Mr. Dempers.	Mr. Pyott.

Minutes read and confirmed.

Clerk read Order of Council, dated the 31st May, appointing Col. Bayly a member of the Committee.

Clerk read letters from the Secretary, Trade and Labour Council, Secretary Manufacturers' Association, and the Librarian, Parliamentary Library. [Not printed.]

Resolved: That the letters be recorded.

Resolved: That the Town Clerk be requested to kindly furnish this Committee with a copy of the Fair Wage Clause as adopted by the Town Council of Cape Town in their Contracts.

Resolved: That Mr. Advocate Alexander be invited to give evidence before this Committee on the Fair Wage Clause.

Resolved: That the Chief of Police be requested to furnish a list of the Factories in Cape Town where four or more persons are working together.

Messrs. Percy McKillop, Charles James Craig, and Marks Harris examined.

Adjourned until Thursday, 7th June, 1906, at 11 a.m.

Thursday, 7th June, 1906.

PRESENT:

Mr. KÖHLER (Chairman).

Mr. Powell.	Mr. Dempers.
Mr. Smith.	Col. Bayly.
Mr. Pyott.	

Minutes read and confirmed.

Clerk read letter from Acting Town Clerk, Cape Town, forwarding copy of Fair Wage Clause as adopted by the Town Council in their Contracts. [Appendix F.]

Chairman laid on Table:

- (1) Copy of Determination of the Engravers Board, Victoria.
[Not printed.]
- (2) Copy of Determination of the Wood-Workers Board, Victoria. [Not printed.]

Messrs. Thos. Palmer, M.A., and Wm. C. Salter, examined.
Adjourned until Tuesday, 12th June, 1906, at 11 a.m.

Tuesday, 12th June, 1906.

PRESENT:

Mr. KÖHLER (Chairman).

Mr. Powell.	Dr. Petersen.
Mr. Pyott.	Mr. Smith.
Mr. Dempers.	

Minutes read and confirmed.

Chairman read a letter from the Secretary of the Trades and Labour Council inquiring whether witnesses summoned to give evidence will be remunerated. [Not printed.]

Resolved: That the Chairman approach His Honour the President on the subject.

Mr. Smith submitted a letter from the United Tobacco Cos. (South) Limited, Kloof Street, inviting the Committee to visit their factory in Kloof Street. [Not printed.]

Resolved: That the invitation be accepted, the date and hour of the visit to be notified later.

Messrs. Abraham Stone and Anton Anderson examined.

Adjourned until Thursday, 14th June, 1906, at 10 a.m.

Thursday, 14th June, 1906.

PRESENT:

Mr. KÖHLER (Chairman).

Mr. Powell.	Dr. Petersen.
Mr. Dempers.	Col. Bayly.

Minutes read and confirmed.

Clerk read a letter from the Secretary, South African Manufacturers' Association, requesting Committee to consider advisability of framing a series of questions for submission to his members. [Not printed.]

Resolved: That the Clerk be instructed to reply that the Committee are prepared to take the evidence of any witnesses nominated by the South African Manufacturers' Association, but are not able to go beyond their terms of reference.

Miss Leah Solomons, Mr. Max Warhaft, and Miss Dora Rosenthal examined.

Adjourned until Tuesday, 19th June, 1906, at 11.30 a.m.

Tuesday, 19th June, 1906

PRESENT :

Mr. KÖHLER (Chairman).

Dr. Petersen.
Mr. Pyott.
Mr. Smith.

Mr. Powell.
Mr. Dempers.

Minutes read and confirmed.

Chairman read a letter from the Commissioner, Urban Police District, forwarding a list of Factories in the Cape Peninsula where four or more persons are working together. [Letter printed, Appendix E.]

Resolved : That the Committee visit some of these factories.

Chairman read a letter from the Secretary, South African Manufacturers' Association enclosing list of manufacturers selected to give evidence; and also inviting the Committee to visit various factories in the Peninsula on receipt of three days' notice. [Not printed.]

Resolved : That the Clerk be instructed to reply that the Committee may visit various factories, but that no notice will be given of the date thereof; also that employés in the printing, painting and decorating, carpentry and joinery, cabinet-making, tailoring and cigarette-making trades have been examined, and asking him to furnish the Committee with names of representative employers in the same trades who will give evidence.

Resolved : That the Clerk be instructed to write to the President of the Trades and Labour Council requesting him to meet the Chairman of this Committee with a view to furnishing names of further witnesses.

Messrs. Morris Alexander (Advocate of the Supreme Court and member of the City Council) and Percy Williams examined. Mr. Alexander put in a copy of Cape Town and District Carpenters and Joiners' Local Code of Working Rules. [Appendix G.]

Adjourned until Thursday, 21st June, 1906, at 10.30 a.m.

Thursday, 21st June, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Powell.
Mr. Smith.

Dr. Petersen.
Mr. Dempers.

Minutes read and confirmed.

Mr. Otto Koepper and Mr. William Fred Stange examined.

Resolved : That the Chairman interview the Chairman of the Select Committee of the House of Assembly on Factories on the subject of interchanging slips of the evidence taken.

Adjourned until Wednesday, 27th June, 1906, at 10 a.m.

Wednesday, 27th June, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Powell.	Col. Bayly.
Mr. Dempers.	Mr. Smith.

Minutes read and confirmed.

The Chairman reported that he had interviewed the Chairman of the Select Committee of the House of Assembly on Factory Act with reference to arranging an interchange of the evidence. This had been agreed to, and he had moved in the Council accordingly.

Clerk read Order, dated 25th June, 1906, on the subject.

Clerk read a letter from the Secretary of the South African Manufacturers' Association forwarding a copy of Rules for a General Conciliation Board. [Appendix H.]

Resolved : That letter be recorded.

Mr. Dempers submitted a letter which had been handed to him by Mr. Mulder, M.L.A., from the Town Clerk, Oudtshoorn, requesting that the condition of the feather sorters in that town be inquired into. [Not printed.]

Resolved : That the Chairman inquire from His Honour the President whether one witness from Oudtshoorn may be summoned to give evidence on this subject.

Resolved : That the Chairman, Messrs. Dempers and Smith be appointed a Sub-Committee to visit certain alleged sweating-houses in this town.

Mrs. ——, a dressmaker, examined. [At the request of the witness her name and certain portions of her evidence were regarded as confidential and not printed.]

Adjourned until Friday, 29th June, 1906, at 10.15 a.m.

Friday, 29th June, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Powell.	Col. Bayly.
Mr. Smith.	Dr. Petersen.
Mr. Pyott.	

Minutes read and confirmed.

Resolved : That the Chairman draft a series of questions as to the conditions under which the feather sorters of Oudtshoorn work, such questions to be forwarded to the Town Clerk of Oudtshoorn, with the request that he will obtain replies thereto.

The Chairman reported that the Sub-Committee appointed to visit certain workshops in the city had inspected a number in District 6 between the hours of 9 p.m. and 10.30 p.m., and found the conditions to be as described to this Committee by the witness Abraham Stone.

Resolved : That the Sub-Committee furnish a written report of their visit.

Adjourned until Tuesday, 3rd July, 1906, at 10 a.m.

Tuesday, 3rd July, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Pyott.	Dr. Petersen.
Mr. Smith.	Mr. Powell.

Minutes read and confirmed.

Mr. Köhler submitted the report of the Sub-Committee appointed to visit certain workshops in the city.

Resolved : That this Report be printed as an Appendix to the Committee's Report. [Appendix B.]

The Committee inspected the factories of the "Lock-Out" Cigarette Co. and the United Tobacco Cos. (South), Limited.

Adjourned until Wednesday, 5th July, 1906, at 11 a.m.

Wednesday, 5th July, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Pyott.	Col. Bayly.
Mr. Powell.	Mr. Dempers.

Minutes read and confirmed.

Mr. John Garlick, M.L.A., examined.

Adjourned until Tuesday, 10th July, 1906, at 10.30 a.m.

Tuesday, 10th July, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Powell.	Col. Bayly.
Mr. Smith.	Mr. Dempers.

Minutes read and confirmed.

Clerk read letter from Town Clerk, Oudtshoorn, enclosing answers to questions put to two reliable men engaged in the feather-sorting business in that town.

Resolved : That questions and answers be printed. [Appendix C.]

Chairman submitted Draft Report.
Committee deliberated.

Resolved : To consider Draft Report at next meeting.

Adjourned until Tuesday, 17th July, 1906, at 10.30 a.m.

Tuesday, 17th July, 1906.

PRESENT :.

Mr. KÖHLER (Chairman).

Mr. Powell.
Col. Bayly.

Mr. Dempers.
Dr. Petersen.

Minutes read and confirmed.

Draft Report considered.

Resolved: That Draft Report be adopted.

Resolved: That Chairman report accordingly.

MINUTES OF EVIDENCE.

SELECT COMMITTEE ON FACTORIES.

Tuesday, 5th June, 1906.

PRESENT :

MR. KÖHLER (Chairman).

Mr. Powell.	Dr. Petersen.
Mr. Smith.	Col. Bayly.
Mr. Dempers.	Mr. Pyott.

Mr. Percy McKillop, examined.

1a. *Chairman.*] Where are you employed ?—At ^{Mr.} _{P. McKillop.} the Electric Printing Works, Loop Street.

2a. Are there a sufficient number of men employed there to bring it under the Factory Act—that is, are there more than four?—Yes.

3a. Do you consider that sufficient air space is provided?—Yes.

4a. Do you consider the sanitary arrangements are adequate?—Yes.

5a. What number of apprentices are employed?—Only one in the Composing Department, but there are a number of young girls in the Book-binding Department—whether apprentices or not, I cannot say—but they all seem to be the right age to be employed; there are no very young girls there.

6a. *Mr. Powell.*] Have you any trade rule as to the proportion of apprentices to the adult workers?—Yes, in the Union rules one apprentice is allowed for the firm and then one for every five men.

7a. *Chairman.*] With regard to the wages being paid, at present, do you consider it a fair living wage?—I do not.

Mr.
P. McKillop.
June 5, 1906.

8a. Can you give your reasons?—I suppose the best thing would be to tell you the minimum wage paid which is £3 6s. per week. Then there are a number of men engaged in piece work, and in the best paid offices 1s. per 1,000 words is paid for this; some pay 10½d., and some where women are employed 8d. for the same work, that is a woman compositor would get 8d. where I would get 1s.

9a. Is that not the same all over the world?—Yes, but I do not see the justice of it.

10a. *Mr. Powell.*] Is it not a fact that in this particular trade a woman's work requires much more correction before it is right than a man's, and also that it is often necessary to employ men to move heavy formes which women cannot?—That would apply to women employed on establishment, but I was referring to those doing piece work, in which case neither men nor women have to lift up heavy formes.

11a. *Dr. Petersen.*] Do you all belong to Trade Unions?—No.

12a. The Trades Union does not regulate your rate of wages?—Yes, in conjunction with the employers. It is a mutual arrangement.

13a. *Mr. Powell.*] Linotype hands are paid more than £3 6s.?—Yes, nearly double. The recognised rate is £6 per week.

14a. *Chairman.*] How would these wages compare with the wages in England?—That would take a very long answer, because there is so much to take into consideration. A man in London receiving 38s. or £2 per week would be better off than one receiving £3 6s. here.

15a. The same man receiving £3 6s. here would get 38s. or 40s. in England?—Yes.

16a. What would he get in the Australian Colonies?—Much the same as here. The establishment wages are £3 per week in Melbourne and Sydney. Rents and the cost of food are lower there.

17a. *Mr. Powell.*] There has been no attempt by the Union to disturb these wages since the last

strike in Cape Town? Was not this £3 6s. wage the result of a printers' strike in 1897?—No.

18a. What was the rate then?—There was no special rate. It ranged from £2 5s. to £2 17s.

19a. But a rate was then agreed upon which was paid to all?—The £3 6s. was fixed on in about 1903.

20a. Since then there has been no effort by the Typographical Association to revive that?—No, but there has been much grumbling.

21a. *Chairman.*] Do you consider it is necessary to have a Factories Act in this Colony?—I do, for this reason, that there is every appearance of factories like the one in Kloof Street being started, and we want to have the regulations before they start. We want to have the prevention first.

22a. Do you consider from what you know of factories that there are things done which should not be done?—Yes, there are things done in the factory where I am working now which should not be; that is, there is no protection from the machinery, and I think nearly every printing office in town is similar in that respect.

23a. *Mr. Powell.*] Are the exposed cog wheels of the larger machines sheathed?—I think not, and the smaller machines are not protected. In England Cropper machines have a guard for the man feeding them, but they have not here.

24a. *Chairman.*] You say that you do not consider the wages fair, and yet you have told the Committee that this rate of wages was fixed by the Typographical Society and the employers?—Yes.

25a. Surely if you have a society working with the masters you get fair wages?—It depends on the strength of the Union whether we are able to compel the masters. It is not always mutual. Two years ago last May we demanded a minimum wage of £3 12s. 6d., but we compromised by accepting £3 6s. The men thought it would be better to accept this to avoid trouble and both sides have stuck to that; but now there is a feeling on account of the new Customs Tariff that they should have

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an increase. I am not speaking for the Union but on my own account with regard to this.

26a. You are aware that in Victoria they have a Factories Act and under that Act they have the power to appoint committees consisting of so many elected by the men and so many by the masters. A Chairman is appointed and the Committee acts as a Wages Board. Do you consider that would be better than the way you are doing now?—Yes, the men would prefer that.

27a. *Mr. Powell.*] But is it not an essential part of the Wages Board that the trade should be completely organised on both sides?—I think it is essential that they should be organised.

28a. Is your own trade completely organised in the Cape Colony?—I am sorry to say it is not.

29a. *Mr. Pyott.*] What are the hours of labour?—50 hours per week in Cape Town and Port Elizabeth. In all other parts of the Colony 48, except in small country towns where they never know when they begin or knock off.

30a. You were speaking of the wages paid to men and women. Is there a difference in the class of work they do?—No, it is exactly the same. As a general rule it is this kind of work (indicating specimen) which we call "solid." If I set this column according to my calculation, I should be paid 3s., whilst a woman would only get 2s., though she would do exactly the same kind of work under the same conditions. In some offices they do job work such as advertisements, then they get so much per week.

31a. You complain of the women being underpaid?—Yes. I consider if they do the work as the men they should be paid the same rate.

32a. You do not complain of her ousting you?—No.

33a. *Mr. Powell.*] Has the Union any objection to female labour?—Yes, some of the men have as they may cut the wages.

34a. *Mr. Dempers.*] How long have you been at the Electric Printing Works?—Only about six

weeks—that is why I would like you to ask me about other places.

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35a. Where were you before?—I was at the “Ons Land” Office for three years and there the “lino.” men work under conditions which should not be allowed. There are three men in a small room with six gas jets burning in it, and the ventilation is simply murdering. In Germany where an office is whitewashed, it has to be re-whitewashed at least once in six months, and where painted, once in twelve months. There are printing offices in this town which have never been whitewashed since put up, and it is no uncommon thing to see large rats crawling about. The sanitary arrangements in the particular office I referred to were abominable. They had one decent place and one filthy place, and they always managed to get the inspector into the former and pass over the other. It is a very old building, and the paper is falling off the walls. It used to be a private residence, and has never been painted in the memory of any man there.

36a. They have now moved into new buildings?—That is, the Editorial Department.

37a. Have they not new machinery?—Yes, but I am speaking of the composing and “lino.” rooms. When I was there the machinery was quite bare; in fact, the very first time I went there I got a blow from a naked ink table. There was only a narrow space to pass.

38a. During the time you were there did any accident happen?—No serious accident to the workers, still, the danger is there. They are not allowed to have it like that in Europe.

39a. *Mr. Powell.*] You have spoken of the nuisance of rats. Is that not caused by the workmen having their food on the premises, and leaving crumbs and refuse on which the rats feed?—I suppose one might take that as the cause.

40a. If there were absolutely nothing about for the rats to feed on they would desert the place?—There is always paste.

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41a. It does as a matter of fact encourage the rats—little bits of food lying about?—Yes, they were well-fed rats I saw. The only way would be to have a room as they have in some factories where the workmen could eat their food. I may mention one factory—Messrs. Hermann & Canard—where the employees have a room where they can make tea and eat their food, and they are not allowed to eat in any other part. They have a particular reason for that as the crumbs might otherwise get mixed up with the tobacco.

42a. *Mr. Dempers.*] You have not been to the "Ons Land" office since they made their new additions?—No.

43a. Do Factories have the usual half-holidays under the Half-Holiday Act?—Our hours are regulated. We have fifty to do a week, and we do so many that five hours are left for Saturday.

44a. Do the women get the half-holiday?—Yes, they have the same hours as the men. In fact, "Ons Land" have half-an-hour a day less.

45a. You think the pay at the present time is insufficient?—I do compared with the expense of living and the rents.

46a. *Mr. Powell.*] Is something to be allowed in the printing trade for the employment being regular and not interfered with as in building and other trades which are intermittent?—Yes.

47a. As a rule the work is more continuous in the printing trade and less interfered with by the weather?—Yes.

48a. *Colonel Bayly.*] Do the women get paid so much per week?—In a great many cases.

49a. There is a difference in their pay?—Yes.

50a. Of how much on the average?—The women very seldom get more than 30s. per week.

51a. They do not turn out as much work as the men?—No, they do not.

52a. *Mr. Smith.*] How are the women paid?—It is generally an arrangement between the woman and the manager. If he thinks she is worth 30s. a week he will pay that and if he can make a bargain

he will give a little less. The pay is not regulated by the Union. Mr.
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53a. Then as regards female labour the wages are arranged by bargaining with the employer?—June 5, 1906.
Yes.

54a. You say the minimum wage of the Union men is £3 6s. per week. Are they paid weekly or monthly?—Weekly.

55a. What class of work do they put in?—Anything they are requested to do.

56a. Anything they are able to do?—What we call "display work," such as posters, and small jobbing work, such as memorandum heads and letter heads. In some places where they have an exceptionally good man they allow him a few shillings more per week.

57a. When a man learns to become a printer, does he pay any premium?—No.

58a. Does he commence to receive payment from the day he enters the printer's shop?—Yes.

59a. *Chairman.*] What does he get?—It may be 5s. or 10s. per week. It depends which office he is in. They pay a little more here to encourage them to enter.

60a. *Mr. Smith.*] You think there is trouble in getting boys to learn?—Yes.

61a. Have you any idea of the reason why boys have an objection to learning that trade?—I think it is partly on account of the low wages, and the boys who care to go in for the trade are generally boys who would not become good compositors, as they have no education. The only boys who go in for it here are coloured.

62a. The coloured boy principally takes up that trade?—Yes.

63a. How are they educated?—Not very well. They become pickers up of type and form the bulk of the unorganised labour. They take what they can get.

64a. *Mr. Powell.*] The Trade Union says if a man cannot earn the minimum laid down, he should be out of the trade. I wish to meet the cases of

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certain old men who can potter about in the office, but who are not worth the Union rate of wage?—With regard to old men there is an arrangement in the Union that when they have passed fifty and are sick or suffering from bad eyesight, they are allowed by the Union to take less pay and pay half the subscription to the Union; but as regards men not capable of earning the minimum wages, that is incompetent men, they do not consider those at all.

65a. You say "you are either a tradesman or you are not. If you are, you shall take the minimum wage"?—Yes.

66a. *Mr. Smith.*] Have you had a large experience of factories?—Of printing offices.

67a. In what countries?—Ireland, India, England, and South Africa.

68a. As regards Cape Town, is there much to be desired in the arrangements of printing offices?—Yes.

69a. You find that in the old establishments?—Yes, some of the new buildings are all that can be desired.

70a. The newer buildings you think compare favourably with factories in other parts of the world?—Yes.

71a. You mentioned exposed machinery. Do you find in the newer places that the machinery is better protected in most cases?—I cannot answer that. I saw the "Cape Times" machinery room from outside, and I could see there is much space between the machines, but I cannot say whether the belting or the cog wheels of the machine are protected.

72a. You think if there were greater space allowed for the machines that the danger of accidents would be minimised?—Yes.

73a. As far as your experience goes what are the accidents principally from—from the exposed machinery or the carelessness of the employees?—It may be from both; but in many cases it is owing to the crowding of machinery. In some

cases here the printing offices are in old residences, and they had space enough at first, but they went on adding machines from time to time and accidents are bound to happen. In a great many offices too the light is bad.

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74a. You think the lighting is a feature that should be taken more consideration of?—Yes.

75a. Did you say that the majority of the Union had no objection to the women becoming pickers up of type?—I would not say that. Every second man you meet has a different opinion.

76a. Do you think the printing business is likely to interfere with the health of the women?—Yes.

77a. In what way?—There is always a lot of dust in the type, and they must breathe this. I do not think this can be good for them or for the men. In that connection I should like to suggest that the printing offices be compelled to have the new dust-proof cabinets, which are better than the old style. In the dust-proof case, if the men are careful to close them up, there is no chance of dust.

78a. So far as your experience in Cape Town goes you consider the sanitary arrangements in the printing offices are not as they should be?—Yes.

79a. Can you give any reason why they are not looked after by the City Fathers as well as they should be?—I cannot tell.

80a. As regards half-holidays for women; they get Saturday afternoons?—Yes.

81a. In every case, I think the women leave at 1 o'clock on Saturdays?—Yes.

82a. *Mr. Dempers.*] Do you object to children going into factories or printing offices under a certain age, and without education?—Yes, we have strong objections.

83a. Are there many children in factories here?—In the book-binding department there are several. They do not seem to be particular what age they are as long as they can be made useful.

84a. Your idea as a Trade Union is that they should be a certain age and pass a certain standard of education?—Yes, I think that would be for the benefit of the employers and the children.

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85a. Would you suggest evening classes or having a certain age limit before they enter?—I would suggest a certain age before they are permitted to work.

86a. *Chairman.*] What age?—I would like to see 16, but I would be willing to accept 15.

87a. Not 14 as in Australia?—Well there would not be any great objection to that age; but I know of cases where children of 12 have been employed.

88a. You said that there are factories that are not properly conducted here, where the sanitary arrangements are not as they should be and where the machinery is not properly protected. Would you suggest any of these places?—I spoke of "Ons Land" office from experience; but I am told the "Argus" printing office is also not as it should be—that the urinal is almost in the composing department, and the smell at all times is pretty bad. I have heard that they have shifted the composing department now.

89a. *Mr. Powell.*] Is there not great trouble in inducing the men to keep this place clean?—I do not see how the men can be held responsible. It is simply neglect on the part of the owners.

90a. You say there is no difficulty with individual men in inducing them to comply with the regulations made for cleanliness in these places?—I think the proprietors are more to blame than the men.

91a. I ask whether there is difficulty in getting the men to comply with the regulations?—I have never seen any difficulty in that direction.

92a. *Chairman.*] Are the men allowed to expectorate on the floors?—They do it.

93a. Are these factories that you know of swept out every day?—Not every day. I remember the composing room in the "Ons Land" office had not been swept for fourteen days and I stayed in during my lunch hour one day and swept it myself.

94a. How often are they washed?—They are never washed.

Mr. Charles James Craig, examined.

95a. *Chairman.]* What is your line of employment?—Carpenter and joiner.

96a. This Committee, as you are aware, has been called to enquire into the need of a Factories Act. Do you consider that a Factories Act is highly necessary?—As regards my own particular trade, I do not think there is any real necessity for it, but in connection with other trades where there are children employed, I think there is need for a Factories Act. In our trade there are no children employed.

97a. Do you consider that in your trade machinery is properly guarded?—In our trade it is.

98a. In speaking of a factory we mean a place where not less than four men are employed in producing any article for sale?—Well, there are such things as negligent people who do not take care of their employees. In small shops the work would be done by hand. I think that in Cape Town, more especially in the large shops, such as A. B. Reid & Co.'s, Small & Morgan's, Hopkins the builders, etc., the shops are in very fair condition indeed as regards the machinery and so forth.

99a. Is sufficient air space provided?—Plenty.

100a. And are the sanitary arrangements good?—I do not think they can be complained of.

101a. In your trade there is really nothing to complain of?—I do not think there is any real necessity where a Factories Act could apply.

102a. Do you feel qualified to speak of any other trade?—No, I do not think I am.

103a. *Mr. Powell]* Who is responsible for the regulations as to the safety of scaffolding in your trade? Are there any Municipal or other regulations?—The Trades Council, as you are of course aware, have for some considerable time tried very hard to have some provision made as regards the needle scaffolds. These are constructed by putlogs being run through the wall, and simply wedged into the wall. There have been several men killed

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through these. At one time there were three or four killed or injured at the Mutual Insurance Buildings, the putlogs were not sufficiently strong, and, I believe, the City Council have taken the matter into consideration, and the Master Builders too have been working very well with the Trades Council as regards co-operation. We are in a very happy state of existence, the Union and the Masters working hand-in-glove for the betterment of the trade.

104a. Then I may take it, that in your opinion, no provision for scaffolding is necessary in a Factories Act?—I think that it is necessary to have supervision for the protection of the men working on the scaffolding. I may say that the questions given me to answer were as regards air space, sanitary arrangements, wages, hours, and apprentices. I am quite of opinion that it is necessary to have a Factories Act, because there are numbers of people working in factories who need supervision.

105a. *Chairman.*] In your factories are there any employed too young?—No, we have none under 14.

106a. With reference to the wages, are they regulated between the Masters and your Union?—Yes.

Mr. Marks Harris, examined.

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107a. *Chairman.*] What is your employment?—I am employed in the cabinet-making trade.

108a. You are aware this Committee has met to enquire into the conducting of factories so as to find out if the air space is sufficient, whether the sanitary arrangements are adequate, about apprentices, and the wages and hours of labour?—Yes.

109a. In the factories you know of in Cape Town, is there sufficient air space provided?—Yes, because they are compelled to give us plenty of air, and every man has plenty of room.

110a. You are speaking of the larger factories? In small factories, how are these people provided for?—I believe they have enough space, as the work requires plenty of space.

111a. And the sanitary arrangements?—They are sufficient. Mr.
M. Harris.

112a. What are the ages of the apprentices generally?—I do not know as regards here, as to my knowledge, there are no apprentices in my trade here, because a long apprenticeship is needed. It needs four or five years first, then another four or five years, then when he is a cabinet-maker he only gets 25s. or 30s. per week. One or two firms here do employ boys who take less money. June 5, 1906.

113a. What wages are paid in your trade?—There is no standard wage: it is piece work, and always has been. Three or four years ago men could always make £4 or £5 a week, but during the last two or three years the wages did not average £2 a week except the very few who earn £4 a week. Out of fifty men in a factory you would perhaps get four men who earn that amount, but the remainder earn from £1 to £2. 5s. on piece work.

114a. You consider that piece work is not sufficiently well paid?—It is all right if they pay a proper wage.

115a. What hours do you labour?—We work 48 and 50 hours. One firm, who employs the most men—D. Isaacs & Co.—work their men 53 hours a week.

116a. Is there anything you have to complain of as regards the working of your factories?—There is only the wages. The foremen and the bosses quote the price for furniture, and they have no knowledge of the value. They send the work to the men to be done at a low price.

117a. You have no trade union?—When our trade union is in power we could fix the rate of wages, but if they give a free hand to import cheap furniture from other countries that would operate against the trade union.

118a. Do you consider that these factories in which you are employed are swept out sufficiently and kept clean?—Yes.

119a. Do the workmen expectorate on the floor?—If they do it does not matter, because after our

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work is finished all our shavings are swept away by one of the boys.

120a. *Mr. Pyott.*] Do you think it necessary to have a Factory Act in this country?—I am sure it is necessary, because one or two workshops are occupied by small men.

121a. Why do you consider it necessary to have such an Act?—Because we should have a nice workshop.

122a. Do not you think it would be rather hard on employers of labour?—No.

123a. Can you mention any of the small workshops?—Well, suppose I start as a man with a small capital and I rent a place, it would only be a small place, perhaps a stable with the ceiling bad and only large enough to hold the bench in.

124a. Do not you think it would be rather a hardship if you were not allowed to start in that way?—No, because I would get a proper place. If I was not much better than that I would not start at all.

Thursday, 7th June, 1906.

PRESENT :

MR. KÖHLER (Chairman).

Mr. Powell.
Mr. Smith.
Col. Bayly.

Mr. Dempers.
Mr. Pyott.

Mr. Thomas Palmer, M.A., examined.

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125a. *Chairman.*] This Select Committee has been appointed to inquire into the conducting of factories in the Cape Colony to find out whether sufficient air space is provided, whether the sanitary arrangements are satisfactory, the age and number of apprentices, the hours of labour and whether provision is made for the shielding of dangerous machinery. Then there is added to this an inquiry into what is

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known as the Fair Wage Clause. You have, I understand, had considerable experience in the working of the Factory Acts in Australia?—In Victoria. I was Chairman of several of the Wages Boards which were appointed under the Shops and Factories Act, to fix the rates of wages and to deal with the points you have mentioned.

126a. Can you give us a brief outline of the way in which the Act is worked?—If any trade wishes to be brought under the operation of the Factory Act, an application is usually made to the minister who controls that department—it is generally allotted to the Chief Secretary's Department, and there is a Chief Inspector of Factories who is instructed by Government to make a roll of all the employers and employees in that particular trade. Then the employers elect five of their number and the employees five from their number, and these ten men meet and select a chairman who must not be one engaged in active politics—that is the only restriction made. They meet and discuss the whole question from various stand-points and arrive at their determination as to the rate of wages in every branch of that particular trade. After that it is published. It covers the hours they work—usually 48 hours per week—the rate of wages for every class, the number of apprentices in proportion to the number of journeymen, and it fixes the period of apprenticeship and the rates of pay for overtime. There are now thirty-eight different trades working under that system in Victoria, and it is more efficient and cheaper than any other system.

127a. Is it better than arbitration?—Yes, better than compulsory arbitration. There is an article in the March number of the "Fortnightly Review," entitled "Women's Opportunity," by the Chairman of the Women's Trade Union League, which in the course of a brief comparison of the systems adopted in New South Wales, New Zealand and Victoria sums up in favour of the Wages Board system of Victoria on the grounds of economy of administra-

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tion, applicability to non-organised trades, and the fact that it applies only to such trades whose members demand it. The compulsory arbitration and conciliation system of New Zealand affects all trades and is an expensive system, and besides that it is seldom called into play unless some strike occurs, and then it is in order to settle the dispute. During the time I was on these Boards there was a Commission appointed to inquire into that system and the Wages Board system and to report on the merits of the two schemes. A County Court Judge—Mr. Backhouse—was Chairman of the Commission. He visited the Board I was on and he put in an afternoon with us. The Commission reported in favour of the New Zealand system of compulsory arbitration, but the Chairman has changed his opinion since then. The Wages Board system, I think, has many advantages over the arbitration system, and New South Wales, which adopted compulsory arbitration, is now going on the lines adopted by Victoria. I was Chairman of the Wood Workers' Board, which took in trades carried on in saw-mills, timber-yards, box factories, or joiners' workshops.

128a. Did that include making furniture?—No; there was a separate Board for the furniture trade. I have here a letter dated October, 1901, from Mr. Harrison Ord, Chief Inspector of Factories, Melbourne, in which he refers to certain evidence given by employers saying that the rates of wages we had fixed when we had our previous meeting were working prejudiciously to the trade, and he asked that the Board should be called together again to see whether there was any justification for altering the rates of pay. [*Letter and evidence referred to put in.*] I notified both sides that there would be a meeting of the Board, and the employees sent in a list of the different branches of the trade in which they wished the rate of wages to be altered. Then the employers had not made up their minds as to what should be required to be altered, but they said if

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any notices were sent out indicating the business to be considered at the meeting, it was necessary to add "and other matters." When the rate of wages is fixed, it prevents any strike. In all the thirty-eight trades that are working under that system, I have had word that there has never been any strike or any need of a strike; and I see in the article in the "Fortnightly" which I referred to, that reference is made to the Victorian Act. It says: "the rates are now fixed so that after five years' service a dressmaker must receive a minimum wage of 16s. per week, and though in many cases this raised the pay received by as much as five or six shillings, the reports of the inspectors point to the fact that the trade has settled down without difficulty to the change, customer and employer alike benefiting by the increased efficiency of the workers, which shows itself when the receipt of a living wage enables them to command additional food and comfort." The article goes on to say that the Chief Inspector reports: "The determinations appear to be well observed, and the department has now comparatively little difficulty in enforcing the rates fixed by the Boards." At first they had some difficulty, particularly in the furniture trade, because that was monopolised by the Chinese. The Chief Inspector himself used to inspect them, and when he asked to see the wages list, they replied, "Allee samee, him partner." A clause was therefore introduced "One Chinaman, one factory." A difficulty also arose between the Furniture Board and the Timber Board. The same class of work would be done by both—such as imitation marble pieces. We held a conference and saw it would be unwise to fix different rates, and we agreed on a rate that worked all right. In addition to that, besides these advantages, there are others. The Wages Board system is more flexible than the compulsory arbitration, there is less cost in administering it, and it has an educative influence on the workers; besides that, it is

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very suitable to minor trades. If you adopt compulsory arbitration, it is gradually becoming evident that such a system eventually leads to compulsory trades unionism, but with a Labour Board that difficulty does not arise.

129a. It is not necessary that all the trades should be organised?—No. Whether a man is a member of a trades union or not he gets his minimum rate of pay. If you take the other system there would be continuous objection on the part of trades unionists. In New South Wales they are finding difficulty and are trying to enforce compulsory trades unionism. It seems to me to be much wiser to adopt a Factory Act now before it will be required and protecting the workers in such a way that disputes will not arise.

130a. And the employers?—Yes. It gives no man any strategic value by underpaying. The whole difficulty is this: The employers objected at first that the Chairman had too much power. "Everything" they said "was carried by the casting vote of the Chairman," and they objected. One Chairman was appointed and he refused to sit, and they appointed Mr. Justice Williams. This was on the Fellmongery Board. But the employers would not sit under him. The result was, that the Government insisted on the Board going on without the employers sitting on it, and they soon came into line and are now very strong supporters of the system. I do not think there has been any alteration in that Board at all. In the course of a week or so I daresay I shall hear from Mr. Harrison Ord, the Chief Inspector of Factories, Victoria, who is sending me his latest report, which I will forward to you.

131a. You have given us your experience of the working of the Act in Victoria. Have you had any experience of the state of affairs in the Cape Colony as to the necessity of such an Act here?—I have taken a great interest in the movement carried on by the so-called Labour Party and I know the workers are all very anxious to have

some protection from a Factories Act, and I think they will be calling for that. As a matter of fact they asked me to explain this system and they seem to prefer this to compulsory arbitration.

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132a. Have you any experience with reference to the factories in Cape Town?—I have not visited any of them.

133a. You cannot give any evidence on that point?—No.

134a. You have nothing to add further to what you have just said?—No.

135a. *Mr. Powell.*] You say that if any trade wishes to be brought under the operation of the Factory Act an application has to be made. Who has the right to make applications for the creation of a Board?—It may come from a limited number—more than twenty either from the employers or from the employees.

136a. Has there been in your experience any difficulty with the employers as to an honest incapacity to pay the rate determined on by the Board, or on the part of the workpeople an honest disability to live on the wages settled upon?—In every case the employers at first did object. In both the Engravers Board and Wood-workers Board I had great difficulty in coming to an understanding as to what was a fair wage. I remember on one occasion a Mr. Moore got up and said a certain machine which was used in the timber trade was not dangerous to work, and that 6s. a day was a fair wage to be paid to the man working it. Well, one of the employees arose and said it was the most difficult machine to work and more danger was attached to it than most of the others, and 12s. a day was the current rate. I was chairman and I did not know how I could arrive at a fair wage under the circumstances. I said, "Do you expect me to give a casting vote without having any knowledge of the working of this machine," and I refused to do anything before I had made inquiries. I asked them to appoint some members from both sides to go

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with me to inspect the machine. We found that it was a most dangerous machine, and that the rate of pay for working it was 14s. a day. In another case after the Board had arrived at a determination for the rate of pay for mantle-pieces one of the employers objected to pay it, and he wrote to the Premier pointing out that as the export trade had fallen off he could not pay it, and instead of employing 24 men he only employed three men. I had a letter from the Prime Minister, who asked me to deal with the matter, and I found that of these 24 men he had to employ 21 were getting a higher rate of pay at another firm in which he had an interest.

137a. All the instances you have given us are with reference to the dissatisfaction of employers; are there any cases you know of of dissatisfaction amongst the employees?—No. At first there were some very strong fights by their representative, but afterwards there did not seem to be any at all. It resulted in a general average increase in the rate of wage.

138a. Then although in some cases employers have been dissatisfied there are no cases where the workmen have been dissatisfied?—I do not think there are cases where they have been dissatisfied after a few months' trial of the system. The complaints arose before they fell into line. I think it is explained clearly in the article in the "Fortnightly Review": "Customer and employer alike benefiting by the increased efficiency of the workers which shows itself when the receipt of a living wage enables them to command additional food and comfort." It really did this, that instead of allowing the rates for the sale of goods to be so cut that employers would keep down wages they found that these employers had to keep the goods at the same level.

139a. Are there any cases in your experience of settlements of this kind in trades not well organised—not having a recognised union?—Yes.

Those were the trades brought under the operation of the Wages Board first.

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140a. The system can be adopted in cases of unorganised labour as well as organised?—Yes. June 7, 1906.

141a. Is there any limit to the frequency with which applications may be made to the Board to revise their decisions?—No, they may be called together at any time.

142a. Was there any indication of frequent applications being made for new decisions?—No. In 12 months, we only had one application made on one of the Boards on which I was, and in the other case we had no applications.

143a. *Mr. Pyott.*] Do you think it is necessary to have a Factory Act in this Colony to deal with matters such as sanitation, air space and the sheathing of machinery?—I think it is particularly desirable to begin at once. I do not think the number of factory hands here is so large as in the places I have referred to, but I think it is wise to begin before they get too large.

144a. *Mr. Smith.*] Do you think it would be advisable for Government to introduce a Factory Act in the Colony now?—Yes.

145a. You think it would be better to introduce it before there are a great number of factories?—Yes.

146a. To provide for their construction before they are built so that there should be no cause or reason, after the factories are built, for the owners to come and say "We have laid out all this money, and now you put us to this expense?—Yes, they will know the conditions under which they will have to work, by having a Factory Act.

147a. *Mr. Dempers.*] Supposing that the employers or employees do not agree with the decision of the Board, can they appeal or must they abide by the determination of the Board?—They must abide by the determination of the Board. Every matter is thrashed out and they try to get a chairman who is as fair and honest as they can.

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148a. *Chairman.*] Mr. Powell asked you whether the employees have agreed in every case. Is it not a fact that in the early stages after the passing of this Act the employees took objection and did object, but that to-day they are perfectly well satisfied with the Act?—Yes. At first they did not know how it would act, but now they are strong supporters of it.

149a. Sir F. Sargood stated in the Federal Parliament that, speaking as one having large manufacturing interests in both Colonies, he did not hesitate to say that the Factories Act had as a whole done undoubted good both in Victoria and New Zealand. He was bound to say that it had to a large extent put an end to the abominable system of sweating. Do you know this gentleman?—Yes, he was a large employer of labour, particularly in regard to those trades Mr. Powell referred to as unorganised. He had various factories.

Mr. William Charles Salter, examined.

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150a. *Chairman.*] What is your trade?—I am a tailor, and have had experience in the clothing trade.

151a. We are making an inquiry into the necessity of a Factories Act. Are there many factories in the clothing trade in Cape Town?—There are not many.

152a. By a factory I mean where more than four or five workmen are employed?—There are plenty of small workshops, probably fifty at least.

153a. How are they carried on?—They are in very bad condition altogether. In some places they are used for eating and sleeping accommodation as well as for a workshop, and most of the work is done with the help of either stoves or charcoal.

154a. You consider the work is carried on under most insanitary conditions?—Certainly.

155a. The people cannot be healthy under those conditions?—No, it is dangerous to the health of the public for it to be done, and the girls are not employed under healthy conditions.

156a. Are there any of these places where the Committee could see for themselves how they are conducted?—I can furnish you with some names later on, though I am not in a position to do so this morning.

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157a. You can only speak as to the clothing trade?—Yes.

158a. Do you consider the people in that trade earn a living wage?—Absolutely no.

159a. What are the wages?—Unfortunately there are no fixed wages. The system in the vast majority of cases under which tailoring is made is what is known as the piecework system,—so much, or rather, so little, a garment is paid. The work is taken out to these small factories and made by a sub-division of labour.

160a. What could a man earn per week at piecework?—A man putting in eight or nine hours a day could not possibly earn more than £3 a week.

161a. And the women?—There are not very many women working at the trade in this country; they are only employed for putting in the lining and making the buttonholes. They would get from 1s. 6d. to 2s. for putting in buttonholes.

162a. As far as apprentices are concerned, are there many employed in this trade?—Not young ones: I have only known one in the past four years.

163a. At what age do they come?—The system is this: a man can come to the trade and learn the machining or the pressing of the garment, and the tailor does the finishing off. The man can learn the machining and pressing practically in a month, so that there are really no apprentices.

164a. If it is all piecework, there are no regulation hours?—No. The tailors started an organisation some time ago, and one of the conditions they made was that there should be no seven days work as formerly.

165a. In the case of the Government giving out a contract, would it be feasible for merchants or

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employers of labour to carry it out as cheaply as it could be imported?—As it stands to-day, the manufactured article for the Government comes in duty free, while there is 15 per cent. on the raw material, which is not fair.

166a. You consider that if the Government give out a contract they should make certain provision?—Certainly, they allow the clothing for their contracts to come free, and we should have the same opportunity.

167a. Is there any grievance you wish to put forward?—There are young girls working in dressmaking establishments. Under my own particular notice girls have been working from 7.30 in the morning till 9 and 9.30 at night, with simply an hour for dinner,—that has occurred many days in the week.

168a. Do you consider there is much sweating in your trade?—It is absolutely all sweating. Then, again, we have what is known as the half-holiday. It is a well known fact that the front shops are closed whilst the young girls are kept behind to work. With a Factories Act and Inspectors that could be, and should be, abolished.

169a. *Mr. Powell.*] Do you, from trade correspondence or otherwise, know anything of the conditions of the trade in other parts of the Colony outside Cape Town?—My experience has been, by correspondence, that the conditions in most parts of the Colony, that is places of any size, are far superior to this town. They have workshops under the supervision of the employer. We want workshops under the absolute control of the employer.

170a. If we refuse, by law, to allow people to work in their own rooms in the way you describe under unhealthy conditions, do you think there will be any outcry that we are preventing the poor man from earning his living?—No. I am known as a practical tailor, whereas the vast majority are not able to make their garments but only to machine or press them. The man who

takes the work from the shop is responsible to the shopkeeper,—he takes the work out and takes it back. The men who work for him have no responsibility. Were it under proper supervision we need not abolish the system which is in our midst, but if the employers were to erect a factory like that of Garlick's—which is the only big one in the town—then the men who are working outside could take it inside the factory. These men are paid a wage weekly by one man, who gets a weekly wage from Garlick's for looking after them. That is much better than when they work at home; they have proper ventilation and gas stoves to heat their irons, and it is much better than the old system.

171a. *Mr. Pyott.*] You are quite in favour of a Factories Act?—Quite. I have some experience of the Factory Act in the Old Country. I have been an official of the Tailoring Society at Home, and have had 25 years' experience.

172a. Would it assist you in getting over the difficulties in your trade?—It is about the only way of getting over the difficulties.

173a. It would prevent this working at home?—Yes, and probably put the workers into larger places like Garlick's.

174a. *Mr. Smith.*] You say that in some places where girls work on clothes, instead of enjoying the half-holiday they are kept in although the front shops are closed: are you certain of that?—I am prepared to prove it. It is not a regular thing: I do not say it occurs every week, but it is repeatedly done. If someone was appointed to see that this Half-holiday Act was properly carried out it would be a good thing; it is necessary that periodical visits should be made to these places. I would only be pleased to lend my assistance to give information on that subject at any time, but I think it is not exactly fair, as one or two firms are just about struggling on now, and it might take their trade away from them. I worked in a shop with girls where it was done.

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Mr.
W. C. Salter. 175a. What is the usual day when the half-holiday is taken?—On a Saturday.

June 7, 1906. 176a. And the working hours of a tailor during the week?—In the dressmaking it is from 8 to 6, but the tailors do principally piecework, and in their own houses chiefly. I think Garlick's factory has a regular hour for opening and closing. Another important point is that when the factory at Garlick's closes the work does not finish. You will see the men going out with bundles under their arms to make up in their domestic home and bring it back next morning finished. A Factories Act should put a stop to that.

177a. When these persons—men and women—work the half-holiday are they paid extra time?—No, they are told they have to finish the work before they go.—they are told the thing is wanted. It a system of getting as much work out of them as possible.

178a. How is the tailoring trade carried on?—So much a garment.

179a. And who is the work principally done by?—By men.

180a. Have they many women working in the trade?—I could mention half-a-dozen, but the lining and the buttonholing is done by women at home. The system is that one man cannot afford to keep on a girl, so she goes from place to place to get her work.

181a. If she was in a factory the buttonhole work would be brought to her and she would save that time?—Yes.

182a. How are they paid for that?—So much for each garment. I am not sure what the amount is, but I know one man who paid 1s. 6d., and another 2s., for the buttonholes for a coat and vest.

183a. *Chairman.* How long does it take to do the buttonholes?—I take it that it would take any woman two or two and a half-hours to work in the buttonholes.

184a. *Mr. Smith.*] Have you any Association or Union among the tailors?—Yes.

185a. And how many members?—About 150 to 170. Mr. W. C. Salter.

186a. And you regulate your wages and hours?—Not yet; we have only been in existence about five months. June 7, 1906.

187a. Who are the principal workers?—The vast majority are white men—Jews.

188a. Are they what are known as Peruvian Jews?—They come generally from London and Glasgow, and they get men to work for them.

189a. Who does the sweating?—These men take the work from the shop, and get other men to work for them.

190a. Then the first employer is not the sweater, but the Jew or the middleman?—That is so, but on the other hand, there is the possibility of the shopkeeper being a party to it. For instance, they will give a coat out at six in the evening which has to be done up by nine in the morning. That is repeatedly done, and it cannot be done unless the workers keep on to ten, eleven or twelve at night.

191a. What is paid to these men?—It is only certain months of the year when the men can be employed continuously. At present, for instance, things are not bright—a man may get four coats a week, but sometimes only two; then again, he may get six.

192a. How many can he make in a week?—Three, and the price varies from 12s. to 17s. 6d. for an ordinary jacket. Some are all machine made, and some are open coats.

193a. That would be an average of about 45s. per week?—Yes. Then you could go and examine the books of these firms. I know a man who can pick up £9 or £10 a week, and when he comes to pay himself he only has about £2 10s., that is, after paying away the balance to the workers, but the employer can say "So-and-so picked up £10 or £12 a week."

194a. You say clothing introduced into the country for Government contracts come in duty

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free, and the raw material has to pay a duty of 15 per cent. Would that 15 per cent. more than cover the cost of making up these suits of clothes here?—I am not prepared to answer that, but it would give the manufacturers here an opportunity of going in for the work if the material came in free, and it would also give the working class an opportunity of doing it; and even if it cost the Government a bit more for the clothing, they would have the satisfaction of knowing that by their help they could have the clothing made under good conditions, and the money paid for it would be spent in the Colony.

195a. Is it difficult to obtain labour at the present time?—Oh no, there is plenty of labour in the market.

196a. I notice a large number of Malays in the town, do they work for the tailors?—They work for the first-class shops.

197a. Are they a good class of men?—As a body they are.

198a. At what age do girls commence to work?—In the dressmaking establishments girls start at 11 or 12 years of age on the sewing. I have seen them myself. They are what you call learners.

199a. Are there many whites and coloured people working together?—Yes.

200a. How do they get on together?—Fairly well. I have worked in a shop with a South American nigger, two Portuguese, and five or six Malays, and everything seemed to work fairly smoothly. They all sat side by side.

201a. *Chairman.*] Have you anything else to add?—As regards the Factory Act, there is another thing I would like to mention. I have heard from a father of a boy who is working in a bakery. There are young boys working there from 12 years of age upwards, and they sleep in a coal shed at the back of the bakery, and have to start work at four o'clock in the morning and they finish about 1.30 or 2 mid-day, and on Saturdays between 3 and 4. They get 10s. a week for that.

They have no break for breakfast or dinner until they finish. In reference to the young girls working in other factories, I may say that at the tobacco factory in Kloof Street, girls under 14 have had to go since we agitated. Some of them were as young as 9, 10 or 11. At Policansky's the ages of the girls were 11 and upwards, and two I know personally were under 11, and getting 5s. a week. I believe under the School Board Act, they must be kept at school until they are 14, but I understand that by getting a permit the parents are allowed to avail themselves the privilege of sending their children to work. I know a case at Woodstock where two girls who were working for 10s. a week each, and they had to keep the home going. As regards lavatory accommodation, where there is a mixed assembly of males and females, I think it should be compulsory for the employer to have separate accommodation.

202a. You allege that is not done?—Yes; young, old, coloured and white, have all to use the same place.

203a. And you consider the sanitary arrangements are bad?—Yes.

Tuesday, 12th June, 1906.

PRESENT :

Mr. KÖHLER, (Chairman).

Mr. Powell.	Mr. Dempers.
Mr. Pyott.	Dr. Petersen.
Mr. Smith.	

Mr. Abraham Stone, examined.

204a. *Chairman.*] What trade do you represent?—Tailoring.

Mr.
A. Stone.

205a. You have heard that this is a Committee appointed to inquire into the working of factories with regard to the hours of labour, sanitation, number of apprentices, etc.?—Yes.

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206a. How long have you been employed in the tailoring trade in the Cape Colony?—Nearly five years.

207a. Do you consider that there is much sweating in the tailoring trade?—Appalling sweating.

208a. Will you describe to us what the sweating is?—First, the number of hours, which are not regulated. As secretary of the Amalgamated Society of Tailors, I investigated this matter, and I found that as a rule 70 and 80 hours a week are put in, and I have known in busy times 100 hours being worked in a week.

209a. Is this in connection with contract work where the men do it of their own accord, or does it occur where they are receiving wages?—The 70 and 80 hours refers to men working for wages, and sub-contractors work for 100 hours a week.

210a. You mean the sub-contractors employ the men, or do they themselves do this?—They do it, and the men they employ have to do it.

211a. Is this done in the majority of cases?—In all cases with the exception of one factory here in town, that of Mr. John Garlick. He has two workshops, one for white people and one for coloured. The white people work from 8 a.m. to 5.30 p.m. in winter, and from 8 a.m. to 6 p.m. in summer. The coloured people take their work home and work there after finishing their day's work in the factory.

212a. Are both men and women employed in this kind of work?—Yes.

213a. We have been told in previous evidence that most of the work is given out to different people—that one man does a certain portion of the coat and another man the buttons, and so on. Is that the case?—That is so.

214a. What sorts of homes do they take the work home to: are they all clean?—Far from it. In most cases they eat and sleep in the same place where they work, and the houses are in a bad and insanitary condition. Sometimes five or six people work in a small room with a lamp burning, and also a paraffin stove for pressing purposes.

215a. You consider they work under insanitary conditions and that it is not healthy for people to work in these rooms and it would be better for them to work in large factories?—Yes.

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216a. In doing that would you not be doing an injustice to some of the people who perhaps can work at home, but would not be able to work all their time in a factory?—No, for the simple reason that the present rate of pay does not average £3 10s. a week, even when they work 100 hours a week.

217a. You consider it would pay them better and would be fairer to them if they went into factories—that they would in less time earn the same amount of money and would be healthier and better people?—Yes; I may say that we have had a stiff fight to establish one day's rest a week; that is, to abolish Sunday work.

218a. Have you succeeded in abolishing Sunday work?—Yes, with a few exceptions. The Society are sending out pickets to watch and see that it is not done. We are doing that Sunday after Sunday. The shopkeepers are more to blame for this than the men. At Saturday at 12 o'clock they give out work which they want on Monday morning. There is no bank holiday kept in the tailoring trade on account of this.

219a. Do you know anything about the seamstress's trade?—Yes.

220a. Are they sweated in the same way?—Most of them are working daily, but when busy they are kept until 8 or 9 o'clock in the workshop. I know a case where a girl was kept one Saturday from 7 in the morning until 11.30 that night.

221a. *Mr. Dempers.*] That was an exception?—Yes, but being kept until 8 and 9 in the evening happens often.

222a. *Chairman.*] Do you consider young girls suffer very much in health on that account?—Naturally.

223a. Is this done in the larger firms, or only in

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small shops?—In the small shops. There is only one indoor workshop in the whole of Cape Town.

224a. Whose workshop?—Mr. John Garlick's.

225a. Is his the only tailoring workshop?—Yes.

226a. But seamstresses?—They work for subcontractors, and some of them do piecework at home.

227a. You consider this piecework system is a bad one?—It is the root of all evil in the tailoring trade.

228a. *Mr. Powell.*] Do I understand that with the exception of Mr. Garlick's there are factories in Cape Town where people receiving daily wages—not doing piecework—are worked 80 hours a week?—Yes.

229a. Can you give us the names of these places? I can give you the names from my book at home.

230a. But surely so obvious a fact ought to enable you to give us the names now. Cannot you give us two or three names now?—Yes. [*Names not published.*]

231a. What I want to get at is this. You mention Garlick's as one big place where the hours are reasonable. Are there other big and well-known places where these practices you speak of prevail?—No. Mr. Garlick's is the only large workshop in town.

232a. You spoke of sweating places in private houses. Are you prepared to give the addresses of these?—I can volunteer to conduct the Committee or any members of it to any place you want to know of. The best time to go is about nine or ten in the evening or between 11 and 12 o'clock.

233a. *Mr. Pyott.*] Are you in favour of introducing a Factory Act?—Yes, strongly.

234a. How would it assist you in your trade?—Because in the first place it will kill piecework. The work will be done by people receiving weekly or daily wages, and it will abolish sweating.

235a. Do not you think it will be a great hardship on many people if you compel all this work

to be done in factories?—Just the reverse. Where ^{Mr.} _{Z. A. Stone.} they are not working in factories now they are working at home. There are a certain number of people who come out here for two or three years to make money. They can work all hours because they know it is only for a couple of years when they will leave the country; but how about those who settle here?

236a. With reference to people working 80 and 100 hours a week, are they doing piecework?—Yes. Some of them are working at a daily wage also, but then their system is this: They have a dual system in each workshop, a system of daily work and piecework.

237a. But these people working on a daily wage, are they not paid for an excess of work?—No. The average hours here are from 7 a.m. to 8 p.m.—13 hours a day.

238a. Do tailors work on Mondays as a rule?—Yes.

239a. It takes them all their time to make ends meet?—Yes, as I say we are trying to abolish Sunday work.

240a. *Dr. Petersen.*] You say a Factory Act would check the home industry?—It will check sweating.

241a. But they have a Factory Act in England and America, and they have not been able to check it there?—I refer to the Factory Acts of New Zealand and Victoria. Sweating is successfully checked out there.

242a. You say you will be able to check it here entirely?—Yes, if a Factory Act on the lines of the New Zealand and Victorian Acts is introduced. I may say that should any disease break out in any tailoring workshop here now, it will spread all over the Colony.

243a. *Mr. Dempers.*] You stated that as a general rule the workers work 70 to 80 and even 100 hours per week. Mr. Powell asked you for some instances, and you referred to firms situated out of the City?—There are no workshops in the middle of the City.

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244a. But there are tailors in the middle of the City?—They have no working on the premises. The work is given out.

245a. Now tailors like Bruce & Co. and the other big tailors. What are their working hours?—They have no work done on the premises.

246a. They have no hours?—No.

247a. Everything is done by piecework?—Yes, out of doors.

248a. So these people work for their own benefit?—Yes.

249a. Is work so plentiful that they have to work so hard?—No. There are certain weeks when there is no work at all, but some again when they have to work all night.

250a. Is that a daily occurrence, where they are working at the rate of 70 to 100 hours per week?—Partly so. To-day there are people working this amount, and yet there are tailors out of employment.

251a. How do you account for that?—A master tailor will say to a man seeking work "How much can you do per week." He will say 20 or 25 coats per week, and will get others to assist him. The result is when another tailor comes in looking for work the master tailor does not require him.

252a. Do you think that these big firms in Cape Town are aware that these people have to work such long hours?—Yes, if they give out a coat at five or six o'clock in the evening to be finished at noon next day, they naturally know that there is night work attached to it. I hold that they are as responsible as some of the journeymen tailors.

253a. What is the payment at the present time?—There are coats at 12s. and 13s., and 17s. 6d. is paid for first-class ones.

254a. You think the present pay is insufficient?—Quite insufficient.

255a. *Chairman.*] The system in Victoria is that there they have a Wages Board composed of five men elected by the master tailors and five men by the journeymen tailors, with an impartial chair-

man. They decide on a rate of wages and the charges for piecework. Is that what you want here?—Yes, that would meet all we want.

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256a. Then you want the factories to be in cleaner rooms?—Yes.

257a. Have you any apprentices in your trade?—No.

Thursday, 14th June, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Powell.	Dr. Petersen.
Mr. Dempers.	Col. Bayly.

Miss Leah Solomons, examined.

258a. *Chairman.*] Do you wish your name published or would you prefer it to be withheld?—I do not mind, it can appear.

Miss
L. Solomons.

259a. What occupation are you engaged in?—I am a buttonhole hand in the tailoring trade.

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260a. You have heard, I suppose, that this Committee is making an investigation in regard to factories as to the hours of labour, rate of wages, sanitation, etc.?—Yes, I have heard what the Committee is inquiring into.

261a. How are you employed?—We are supposed to work from 8 a.m. to 6 p.m., but we work many more hours than that.

262a. Where are you employed?—At— [Name not published.]

263a. You are supposed to work from 8 a.m. to 6 p.m., but generally you say your hours of labour are very much longer?—Yes.

264a. How much?—We start at 7 a.m. and work until 10 or 10.30 p.m.

265a. Is this a general thing, or does it only happen occasionally?—It happens very often.

266a. Would you say it happens at least two nights a week?—Yes, and sometimes three nights a week.

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267a. I suppose you know other young ladies working in other shops who are in a similar position?—Yes, there are many worse than myself.

268a. You consider they have to work as late as you do?—Quite as late.

269a. You think then, that it is a general rule in such workshops round about that portion of the town to work late?—Yes.

270a. This occurs when there is a pressure of work, I suppose?—If there is not much work at the beginning of the week, there is sure to be a good deal at the end.

271a. Do you get half holidays?—We finish at 2 p.m. on Saturdays, but there are others who work until 6 p.m.

272a. Is it not a regular thing to have a half-holiday?—No.

273a. I suppose you get a holiday on Sunday?—Yes.

274a. What are you paid for this work?—I get 30s. a week.

275a. Are you supposed be a first-class hand?—Yes. to be able to get 30s. a week you must be a first-class hand.

276a. What do other young ladies get for doing similar work?—25s. or £1, and some less than that, whilst some who work just as hard only get 15s.

277a. Are there any working below 15s. a week?—There may be one or two, but 15s. is about the lowest I know of.

278a. Would these be apprentices or girls who know something of the trade?—They are girls who know a great deal about the trade. You won't find many young girls who are apprentices.

279a. It is not the custom to have many apprentices?—No, there may be one or two young girls doing simple work.

280a. What work do they do?—Linings and so on.

281a. Would you call them apprentices?—No.

282a. They would not be able to do the very best work?—No, not the very best, but a good part of the work.

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283a. How do they start getting this knowledge? Do they get it in their own homes?—In this country they start in the workshop when about 12 years of age, when they receive about 5s., and then gradually they pick up more of the trade.

284a. They start at 5s. a week until they know the trade?—Yes.

285a. That is the way most of them start?—Yes.

286a. You find, I suppose, in each workshop a certain number who start like that?—Usually the girls who start here know a good deal when they go into the workshop.

287a. Is much of your work done at home?—Yes, many buttonhole hands work at home and those who do piecework. Often they are women with babies in their arms.

288a. Do they go with the babies and fetch the work?—Yes, and take it home.

289a. How much are these women paid?—1s. 9d. for a coat and waistcoat, but they often take much less than that.

290a. I suppose they undercut each other?—Yes, when one offers to do it for 1s. 9d., another will say she will do it for 1s. 6d.—a coat and waistcoat buttonholes and felling.

291a. They must do it in order to get a living?—Yes.

292a. You consider these women who take out work are not well paid?—Yes.

293a. I suppose they work very late?—Until 12 o'clock at night.

294a. Do you think it would be a good thing if a law were passed preventing any women working at home, and making them all work in workshops?—Yes. I think it would be a good idea, because then the hours would be regular, whereas now we have to work until late at night.

295a. The idea is that there should be a Committee appointed by the workpeople and by the masters, and that this Committee should decide as to the hours and the wages?—I think it would be better if that were done.

Miss
L. Solomons.
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296a. All the competent workers would then be on one footing. Do you think that would improve your condition?—I think it would.

297a. You do not think it would be a very great hardship on those unfortunate women who have babies, and who are compelled to remain at home, and do their work there?—Yes, it would be hard for them, and you must consider them as well.

298a. Would they not be able to get somebody to look after their babies?—I do not think they would be able to work in shops, because they would have their housework to attend to as well.

299a. Do not you think if they are in a workshop, and received good wages, they could afford to have somebody to look after their houses?—If they could get a good wage they might be able to do that.

300a. *Mr. Powell.*] Are you paid by the day or for piecework?—I am paid by the week.

301a. You receive fixed weekly wages?—Yes.

302a. Do you work on the employer's premises?—I do.

303a. What sort of room is provided, and how big is it?—It is a decent size room, and there are seven of us in it, but it is not very clean, and is a very unhealthy place.

304a. It is practically a small workshop?—Yes.

305a. The other women whom you say take their work home work in their ordinary dwelling places?—Yes.

306a. *Chairman.*] Under what conditions do these women work in their homes?—If a woman has to do this work, I do not suppose she can look after her home.

307a. Do they often have to do this work in bedrooms?—Yes. They use the same room often as a bedroom, dining-room and workroom.

308a. There may be sick children in the same room?—Yes; most of their children are unhealthy.

309a. You do not think that clothing coming from these places is in a sanitary condition?—No.

310a. You do not think that it is good that it should be so?—No. Miss L. Solomons.

311a. You think if we had an inspector who went round to see that these things were not done, and that there was no sickness in the places, and the rooms were clean it would be a good thing?—I think if inspectors went round now, they would find many unhealthy places. June 14, 1906.

312a. Could you tell us of any particular place?—There is one particular place. [*Name not published.*]

313a. Do you know of any others?—Not that I can think of now.

Mr. Max Warhaft, examined.

314a. *Chairman.*] What trade are you working in?—I am a cigarette maker by trade. Mr. M. Warhaft.

315a. Are you working in a factory?—I did until the present lock-out. June 14, 1906.

316a. Can you tell the Committee under what conditions you worked, what your wages were and also the hours of labour?—As far as the wages are concerned I cannot speak, because we are paid for piecework—so much per thousand—and some men make 15,000 per week and some 7,000.

317a. What would a man earn making 7,000?—On the average 30s. per week.

318a. Would he be a married man?—It does not make any difference whether he is a married man with a family or not.

319a. Is that a general rule in the cigarette trade that payment is made per thousand?—Yes. There are different prices per thousand—5s. per thousand is paid for the better class, and as low as 3s. per thousand for the worst class.

320a. So that a man making 7,000 at 3s. would only earn 21s.?—Yes, but I reckon a man who can make 7,000 should make the better class, then he would earn 35s.

321a. Are the lower class cigarettes easier to make?—No, they are harder to make.

322a. Yet they pay less for them?—Yes. I myself can make the better class at the rate of 1,000 in

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M. Warhaft.
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2½ hours, but of the worst class I will take 4½ hours.

323a. What is the reason of their paying less?—The competition of other firms cutting down the price.

324a. That is because there is no fair wage, and they are enabled to cut down the price and work against each other?—Yes.

325a. If all had to pay the same wages, then that would not occur?—No; then the price would be raised all round.

326a. And no injustice would be done to anyone?—No.

327a. And the men would be better paid?—Yes.

328a. What were the sanitary conditions under which you worked?—At Policansky Bros. there were 85 people employed, and they only had two lavatories, and frequently a girl would come down intending to go to one, but seeing a man waiting she would turn back and walk upstairs again.

329a. You say there were two lavatories for 85 men and women?—Yes. If one lavatory had been labelled "For ladies only," it might have prevented them from feeling so shy about going to these places.

330a. Very often it tended towards ill-health, because rather than face the men, they would stay away?—Yes. Supposing one of them was inside, and there were a man or two waiting outside, she would be ashamed to come out until they went away, and on going upstairs the manager would accuse her of wasting her time.

331a. Do you think it is the same in a good many other workshops?—I do not know about the new places they have built, but in the old places it used to be still worse. At Policansky Bros., they had one lavatory on the first floor, and one on the ground floor, but at Hermann & Canard's before the new factory was built, they had two lavatories next to one another to which the employees had to go.

332a. What are the hours of labour?—On the Mr.
M. Warhaft. average about 50 hours a week.

333a. You get a half-holiday on Saturday?—June 14, 1906. Yes, but I must draw your attention to this, that a cigarette maker's work in a factory consists of filling a certain paper tube with tobacco, and these tubes we must make, and we make them at home. That takes at least three hours every evening, and that would make 70 hours a week instead of 50.

334a. Were you paid extra for making these tubes?—We were paid 5s. 6d. per thousand, tubes included. Lately they have got out special machinery for making these tubes.

335a. Then you do not make these tubes at home now?—No; but there are some firms who still have the tubes made at home.

336a. In the large factories they have machinery which makes these tubes, but in the small factories they still get the cigarette makers to make them at home?—Yes; and we get 6d. extra; but if I employed a man to make the tubes for me, I would have to give him one shilling.

337a. It is a fact that in some of the factories in Cape Town men work as many as 70 hours per week?—Yes.

338a. Men, women and girls?—Yes; it is all the same thing.

339a. Are there any young children employed in this cigarette making work?—There were children in my time as young as nine, in fact at the Kloof Street factory at present children of 11 and 12 are employed. Of course, the School Board Act has put a stop to that to some extent.

340a. But still there are numbers of children employed?—Yes; under the age of 12.

341a. Is there anything else you would like to add?—I would like to add this, that the average wage of these children is about six and seven shillings a week, and some of them have to pay as much as two and three shillings per week for tram fare as they live out of town, which does not leave them much margin. Then some firms have a per-

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nicious system of piece work. For instance, at the Kloof Street factory they employ girls in packing cigarettes. They have to take 10 cigarettes, pack them up in tissue paper, put tinfoil round them, and then pack them in paper packets of ten, and then into cases of 50. For making 100 of these packets they get 4d. That is, for packing 1,000 cigarettes, they get 4d.

342a. How much can they earn a day by that?—By really ill-using themselves they can earn 12s. and 13s. a week.

343a. By overworking themselves?—Yes, by exhausting their nervous system. Then, again, the staircases should be altered. They are made of iron, and are dangerous to ascend, especially for the children. I should also like to refer to cardboard box making. There are two or three firms here doing that, and girls working at the rate of ten hours per day receive about 8s. per week.

344a. What time do they commence to work?—At 8 a.m., and leave off about 7 p.m.

345a. How much interval do they get for meals?—They get an hour for dinner.

346a. And for breakfast?—There is no time for breakfast. They work straight through; from 8 until 1, and from 2 until 6 in the cigarette factories, and from 2 until 7 in the cardboard box factories. Then I wish to draw attention to the state of the children who have to come to town for work, and take their meals in the factories. There is no separate room in which they can eat their food, and the one firm where I was, made them eat their meals on the staircase, because they dropped their crumbs in the store.

347a. How often are these factories cleaned and washed out?—They are swept every day.

348a. Are they washed?—Once in six months.

349a. Do the workpeople spit on the floor, or have they spittoons?—No, they just spit on the floor, but that is not a habit with cigarette makers.

350a. A person having consumption would spit on the floor, and the dust would blow about?—Yes.

351a. What would be the effect of a Fair Wages Board. Say five men were appointed by the cigarette makers, and five by the masters, with an impartial chairman to consider the question, would it do no harm to the masters?—No, not at all. I may point out that the cigarette makers who were locked out are engaged in making their own cigarettes, and we pay 7s. per 1,000 for the better class cigarettes, and 6s. per 1,000 for the other class. That is with tubes, and still there is a fair margin of profit left, so consequently if there were such a Board appointed, and they decided on a fair wage, it would be all right.

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352a. You consider what you are paying now a fair living wage?—Yes.

353a. Which they were not getting under other conditions?—Yes. Of course, this Board could not decide the wages of girls employed, and I would like to say that the minimum wage we are paying to any girl is 10s. a week.

354a. *Col. Bayly.* You say you pay 7s. per 1,000 for the better class. What are they sold for?—At 6d. per packet of 10, and for the others 4d. per packet.

355a. *Chairman.*] That is by the “Lock Out” Company, which is a co-operation between work people themselves?—Yes. These people were locked out because they had the impudence to combine.

356a. You are working for yourselves, making these cigarettes, and even when paying 7s. per thousand, you can sell them at a profit?—Yes.

357a. Which profit you consider would be quite sufficient for an employer?—Yes, it would leave a profit of 9s. per 1,000, and before the duty was raised it would have left an additional 3s. 3d. profit.

358a. *Mr. Powell.*] You have joined the Trades Union?—Yes.

359a. Has the Union any rule or views about making a difference between male and female labour?—There is no difference at all. The Union rule says every person who makes 1,000 cigarettes,

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no matter what sex or colour or age he be, must get the same amount of money.

360a. And you observe that in the "Lock Out" Company?—Yes.

361a. Do all the employers do that, or do they pay different rates?—They used to until we forced that rule upon them. They wanted to employ girls at 3s. per thousand.

362a. Would young girls do as well as adult males?—Yes.

363a. Does not that tend to show that the male adult makers are employed on work inferior to their strength?—No. This kind of work depends on the knack and energy of the workers, not strength.

364a. And in these respects young girls would be able to compete with adult males?—Yes, but it takes them some time to perfect themselves.

365a. In the "Lock Out" factory, you put them all on the same footing?—Only those who are expert get the better class of work.

366a. You spoke of having separate lavatory accommodation in a factory, and you say one should be marked "For ladies only." Do not you think we should go further than that, and have a screened off entrance for male and female employees?—Yes, that was my idea, and there should be one lavatory for every 25 persons employed.

367a. If firms paid the better wages which you desire they should pay, do you think they would still be able to compete with the imported cigarette?—Yes.

368a. You think in the "Lock Out" enterprise you can successfully compete with the imported goods?—Yes.

369a. You know there is a great demand in this country for domestic servants?—I have not gone into that question.

370a. If there were a demand in the Cape Colony for female domestic servants, do not you think these poor girls who are getting a very low rate of wages could get relief by becoming domestic

servants?—It depends on whether they care to become domestics. Mr.
M. Warhaft.

371a. Do not you think they would be better off than they are in some of these factories?—Yes, in some respects. June 14, 1906.

372a. Why do they prefer factories under these bad conditions?—Because they have more liberties after hours of work than they would have in a home.

373a. You spoke of food being dropped on the floor. Is not that a very serious matter indeed in a factory with respect to vermin?—Yes, but it is the fault of the employer in not providing proper accommodation.

374a. The Chairman asked you about a Wages Board for settling the wages by possible agreement between employers and employed. Do you think the success of such a Board depends on having the labour very well organized by the workmen?—Certainly, to some extent; but it depends on many other things which would contribute to that end.

375a. You think if some of the workers were not organized it would be possible to give evidence before the Board and arrive at a fair wage?—Yes, but in my opinion that would leave the workers at the mercy of the employers.

376a. *Col. Bayly.*] On an average, how many cigarettes are sold in a day in a retail shop?—It all depends upon where the shop is situated.

377a. Well, we will say in Adderley Street?—I do not think I could tell you.

378a. *Mr. Dempers.*] Where do the “Lock Out” men work at present?—They have the top floor of the South African News Buildings. It is always open to inspection.

379a. Do you pay a fair commercial rent for the premises?—Yes.

380a. How much?—We pay £20 a month for the whole of the top floor.

381a. How many hands have you there?—About 100.

382a. How long have you been busy?—We have been in these premises two weeks.

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383a. How many cigarettes have you made during the two weeks?—About 1,000,000.

384a. And you find since you started that the result is satisfactory,—if you pay the workpeople a fair wage it will pay the employer?—Oh yes, certainly it will. Of course, I can mention that the average price of Turkish tobacco used is 5s. 6d. per lb. It takes 18s. 6d. worth to make 1,000 cigarettes. Then there is the cost of packets, 1s. 6d. per 1,000, 7s. for work, 1s. for cutting and packing, and other expenses, which include rent, etc., 1s.—making the total cost 28s. 6d. per 1,000. We sell them at 38s. per 1,000, and that means a profit of 9s. per 1,000. Before the duty was raised it really left us another 3s. 3d. per 1,000 profit.

385a. Have you any special places where you sell your cigarettes?—No, they go all over the place.

386a. At these factories do they engage girls and boys of all ages? What is the lowest age at which they employ them?—At our factory we do not take them under 14.

387a. *Chairman.*] Mr. Powell asked you just now whether it was fair to pay the girls the same as the men. Is it a fact that each one in making the cigarettes makes what he or she can, according to their competence?—Certainly.

388a. Then a skilled man would make very much more?—Yes.

389a. Then a girl could not make so much as a skilled man?—Sometimes a girl can make as much as a man; she gets as much pay per thousand.

390a. She would not make so many thousands a week?—There was one man who could make 8,000 a week, that is, of a better class cigarette. At our place he would only get £2 16s. a week, whilst girls who make as many as 12,000 or 13,000 of the ordinary cigarettes a week get paid according to the work done, but at present we give each member an equal number to make, and the fast workers help the slow to finish off the work.

391a. Do they not get the same pay?—Yes, as

far as the cigarette making is concerned. When a cigarette is made the tobacco is put into a tube, leaving two ends sticking out, which have to be cut off by special scissors, and for this work they get on an average 15s. a week.

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392a. Then the girls are not employed on the higher class of work?—No.

Miss Dora Rosenthal, examined.

393a. *Chairman.*] Have you any objection to your name being mentioned as having given evidence before this Committee?—No, not the least, as it might be of benefit to other girls in the trade.

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D. Rosenthal.
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394a. What is your trade?—I am a tailoress, principally engaged in making buttonholes.

395a. Where do you work?—At— [Name not published.]

396a. How many are there employed in that factory?—There two men who machine, one who presses, the master and myself,—five in all, besides a black boy.

397a. Will you tell us under what conditions you work?—Well, I am a pieceworker and my prices range from 9d. per coat for buttonholing. Some coats have five buttonholes besides the sham ones, others have 10 or even 14, but the price is the same. If the man gets more for his work he may give me a little more. Some coats take me two or two and a quarter hours, but I get no extra pay for that.

398a. How many hours a week do you work?—I start at 8 in the morning and work till 6 in the evening, with one hour for dinner, but many a time I have had to go back earlier specially. I can earn from 4s. to 4s. 6d. a day, but sometimes I have little work and am liable to only make 2s. or 2s. 6d. a day, and when the week-end comes I have only 12s. or 13s. for the whole week's work.

399a. Do you take work home besides the work you do at the shop?—I am compelled to, as I could not keep myself on that sum. I am obliged to work sometimes up to 12 o'clock at night, or even all night.

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D. Rosenthal.
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400a. Do you think it would be better for you if there was an arrangement by which you were paid more in the workshops and not have to work at home at all?—Yes; then we could have certain hours, and have piecework or day work. If we had day work, the employer would be more careful to have a regular time for commencing and leaving off. When we have piecework we are obliged to work when we can get it. Of course, the pay is very small. Some girls only earn 3s. per day by working at buttonholing from 7 in the morning to 9 or 10 at night. They are young girls about 13 years of age. A woman may take a girl of 12 to teach her making buttonholes, and in the meantime sending her out on errands; then, the woman gets the benefit.

401a. The girls do not get a living wage then?—Far from it. I have my parents and I can wait for work, but there is many a girl who has to seek her own living entirely by herself; and 12s. per week is not sufficient to keep herself on.

402a. Is it only girls who have parents who can work under these conditions?—That is so.

403a. You think that if a girl tried to make her livelihood “on her own,” she could not do it?—No; far from it.

404a. A lot of work is taken home by women who have babies?—Yes; and that spoils our trade. The women neglect their house duties and have to work from early morning up to as late as 1 o’clock next morning.

405a. They take it at less prices than you would?—Yes. I used to get 1s. 9d. for buttonholing; now, I would do it for 1s. 3d., on account of the cutting prices.

406a. If there was an arrangement by which all the work would have to be done in factories, do not you think you would be conferring a great hardship on these women?—No; they have their husbands to provide for them. Why should these women try to get the work which the single girls ought to have.

407a. But are there not widows?—No. I can point out a woman who earns £3 a week at constant work. You may go to some women who have husbands earning good wages, and they have only two or three rooms, in which they live, and cook and work, and we all get a bad name through them. In many a workshop you will find them using the same room for the kitchen, workshop and bedroom, and it is not healthy for the girls. I can mention the name of a man who has such a place, Mr. — [Name not published.]

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D. Rosenthal.
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408a. Are the girls who are working in this place healthy?—Goodness knows, but I suppose they have to keep healthy, otherwise they would have to leave their work, and others would fill their places. I do not think they are healthy as a rule, working from 7 in the morning till 10 at night.

409a. *Mr. Powell.*] Have the female workers made any attempt to improve their position by joining the Tailors' Union?—I had a letter from the Society last week asking all the tailoresses to join this Union. When we went up we found only about five girls there altogether. Those who did not turn up, I suppose, are agreeing with the people they are working for to work all these certain hours.

410a. If the married women were debarred from their work would not there be a howl about their not being allowed to earn their living?—Well, I do not think they should complain about not being able to get any work. If they were widows, or had sickly husbands, I do not think it would be right to deprive them of any work, but the majority of their husbands are in good work. When you ask them why they should work, they say they only do it for pastime.

411a. That brings down the market?—Yes. The woman may take home three or four coats a day, and when I go to my employer he will say, "I have no work for you to-day: come back to-morrow." I am only a pieceworker. I may only have three days' work in the week.

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412a. *Mr. Dempers.*] Before this depression some three years ago, were the wages not better?—Far better. When I came here close on four years ago I was earning £3 to £4 a week. I was getting 2s., 2s. 6d. and 3s. for making the coat and waistcoat holes. At that time they were obliged, I think, to pay more, as there were not so many people at the trade. but since then a good many more have come out—mostly married women—who take the work home, and the price has come down to 1s. 3d. for buttonholing.

413a. Since the last three years?—Yes.

414a. To what do you attribute this lowering of the price?—I think it is because there are so many in the trade who volunteer to do the work. In a single-breasted coat there are only five buttonholes, or nine including the sham holes. Yesterday I had two coats with thirteen buttonholes each, and eight extra buttonholes on the flaps of the outside pockets. I am only paid 1s. for each coat, making 3s. for the whole day, and it took me from 8 in the morning till 8.30 in the evening.

415a. *Chairman.*] How long did you have for your meals?—I had about an hour. I could have had more, but as I am only a pieceworker it only affects myself. Many of the girl day workers are often told to hurry back from their meals.

416a. In Australia, if they keep the girls in at tea time they have to allow them tea money; is that done here?—Oh no, the employers would not mind if we went without our dinner also. In England, they do not allow you money, but they bring the tea or coffee to the girls.

417a. *Mr. Dempers.*] You are only speaking of this man you mentioned?—He is the only man I have worked for indoors.

418a. *Chairman.*] And you have no objection to your name appearing in connection with this evidence?—No, but I may say that I had great difficulty in getting away from work to attend. I started work at 5.30 this morning to get on with my work, and it was about a quarter to 10 before

I could get away—my employer would hardly let me get away. Although I have to work late and early, it is not my employer's fault, for he too is pressed by the firm to get the work finished in such a short time. For instance, if the firm take on a suit of clothes one day they at once promise the customer that they will have it ready finished early the following day. My employer may be given the work about 5 o'clock, when all business places are closed, and is distinctly told that it must be finished by 9 o'clock next morning. That is the reason we are forced to work so late. When we do work late at night, we find it very hard working in a small room with a large paraffin lamp, full of smoke and also a stove. If we cannot manage to finish the work that night, we are told to come in at 7 o'clock next morning.

Miss
D. Rosenthal.
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Tuesday, 19th June, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Dr. Petersen.

Mr. Pyott.

Mr. Smith.

Mr. Powell.

Mr. Dempers.

Mr. Percy Williams, examined.

419a. *Chairman.*] What trade do you represent?—The printing trade. I am at present a "reader" at the "Cape Times," but I came out to this country as a compositor. I have been at the trade since October, 1891, and am holder of a 1st class Honours Certificate, City and Guilds of London Institute in Typography.

420a. As you know, perhaps, this Committee has been appointed to inquire into the conducting of Factories, that is with regard to sufficient air space being provided, sanitary arrangements, the age

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and number of apprentices, the wages paid, hours of labour and the proper protection of machinery. How do you find the "Cape Times" works conducted as a factory?—Well, generally speaking, I think I am right in saying that it is the finest factory in Cape Town, at any rate as regards our own particular trade. There are one or two little points which I may mention, however, which would tend to improvement.

421a. Are all the sanitary arrangements good there?—Yes, I think they are as good as would be found anywhere.

422a. Are there any girls employed there?—Yes, in the binding rooms.

423a. Are the urinals and w.c.'s for them separate from those of the men?—Yes, situated on a different floor.

424a. Are the floors properly swept and washed occasionally?—They are regularly swept, but there is no occasion to have them washed frequently, being a sort of composition flooring.

425a. Do the men expectorate much?—Not to any great extent.

426a. There may be men there who have consumption?—Yes, you will always find some in every factory.

427a. Are there any young children employed?—Not very many at any rate. I cannot give you the actual ages, but at times when we get a rush of work on there are some 70 or 80 girls employed.

428a. What is the age of the youngest?—About 14 to 16 I should say. Some of them look a little younger but it is rather difficult to tell the ages, of coloured children especially.

429a. What are the hours of labour?—50 hours a week.

430a. What wages are paid?—We have a minimum of £3. 6s. per week, that is for compositors.

431a. That was the arrangement between the masters and the men?—Yes; that arrangement came into force in 1903.

432a. Have you apprentices in your trade?—

Well, hardly any worth speaking of as far as we are concerned. For instance, in our department there is one actual apprentice, one "turnover" and perhaps four or five errand boys, or messengers.

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433a. What wages are they paid?—About 10s., 12s., or 15s. a week.

434a. Is 10s. a week the minimum?—Well, they may be paid as low as 7s. 6d. at first, but 10s. would be the usual amount paid.

435a. Is there anything you particularly wish to put before the Committee?—There are a couple of items, one is as regards the protection of machinery.

436a. Do you consider the machinery is not properly protected?—Well, I should say there is very little protection.

437a. Are accidents frequent?—Not so very, though we have had several.

438a. How many do you know of in your time?—I think about four; youngsters have lost portions of their fingers through the copper machines being unguarded; although in some instances these may have been due to carelessness. Another point is as regards the necessity for periodical inspections by thoroughly qualified inspectors. In England there is an Annual Report issued by inspectors of factories, and they mention various defects which they find in the factories they inspect, and also bring forward any suggestions as to improvements.

439a. You think that, on the whole, this system acts well both for the employers and employees?—Yes, I think so.

440a. It tends to keep the employees up to the mark and tends to do away with dangerous machinery?—Yes.

441a. Do you know anything about the distributing of type?—Yes.

442a. Is there much dust created?—There always is to a certain extent.

443a. In the "Cape Times" works is there any means adopted to prevent that?—Well there is only the dust-proof cabinets which will prevent

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that in a small measure, but the expense is nearly double that of ordinary cases, and I do not consider they would be of sufficient advantage to recommend their general use. Even with absolutely new type there is a considerable amount of dust.

444a. You do not think it is necessary for the health of the men to have dust-proof cases?—I do not think so. If the cases were thoroughly blown out from time to time, that would be sufficient to meet the case.

445a. That is not being done regularly then?—It may not, but it should be.

446a. The inspector of factories would inquire into that?—That I do not know,—it would depend upon his arrangements.

447a. Does he do so in England?—No; that is rather a detail, and should be each man's duty to see that it was done.

448a. Is there anything else you would like to mention?—There is the age limit for overtime. At Home they have a regulation that no person under the age of 18 shall be allowed to work overtime. For instance, when I first started at the "Times" office in London we boys were all cleared out at 6.30 p.m., and we got into trouble if we were seen about the works after that. 7 p.m. was the limit prescribed.

449a. The inspectors saw to that?—Yes; and the firm had to comply with the regulations.

450a. There is nothing of that overtime work here?—Oh yes, there is plenty of it, especially in some of the smaller offices.

451a. You consider young people under 18 are being worked unusually long hours?—They are worked over the 50 hours a week, and that should not be allowed.

452a. In England, what age have you to be before you are allowed to work overtime?—18.

453a. Have you anything else to say?—Yes, as regards linotypes. At the "Cape Times" works the conditions are all right; but I believe at other places there is not sufficient ventilation. There is

always a certain amount of fumes from the melting pots, etc., and not enough ventilation is allowed.

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P. Williams
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454a. *Mr. Powell.*] The wages you say are £3. 6s. per week; the linotype hands are paid more?—Yes.

455a. What is their rate of pay?—The rate is £6 in some cases.

456a. And the minimum?—£4. 10s. The linotypes are also worked partially on a sort of piece-work system.

457a. Or "task work"?—Yes.

458a. You speak of dangerous machinery. I suppose at the "Cape Times" there are the ordinary sheaths to guard the cogs?—Just the ordinary coverings of the machines. I remember at Home a man getting his apron caught in the belting, and he was killed before the belt could be stopped. That, I believe, occurred at Wyman's, and after that accident extra precautions were taken there.

459a. You spoke of cropper accidents; do the boys disregard any instructions given to them?—Well, there is always trouble in that way. In cropper machines proper guards should be provided, especially in cases where boys are just learning.

460a. But the accidents could be prevented by the precautions you suggest?—Yes; with the guard to which I refer they would be practically impossible.

461a. You spoke of deleterious fumes from the linotypes; do you know if any precautions are taken over the lithographic bronzing?—I do not know, as I have had nothing to do with that department.

462a. Do they supply milk?—I do not know.

463a. Do you know of any cases where employers have supplied milk the employees do not take it?—That I cannot say.

464a. *Mr. Smith.*] Do you find your people are fond of working to make up overtime if opportunity offers?—There is a fair amount done, and I do not know of many objections.

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P. Williams.
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465a. Would they object very much if they could work overtime?—Not if they received good pay for so doing.

466a. Do you think 50 hours a week enough?—Yes. I should prefer a little less myself.

467a. Is the machinery in your place properly protected?—I consider there is very little protection.

468a. Is there plenty of room to prevent clothing getting into it?—Yes, there is no lack of space.

469a. In case of complaints, whom does the workman lodge them with?—With his foreman.

470a. Do you find they are always attended to?—In most cases they are open to reason, and if there were any absolute cause for complaint it would probably be remedied.

471a. And the principals of the establishment pay attention to them and rectify them?—Yes, in most cases.

472a. They are always willing to meet the employee?—Yes.

473a. The employee when he complains does not get promised by the employer that such and such things will be done and nothing comes of it?—Sometimes. I should like to say something about the need for fire exits. In our office there are fire-proof doors on each floor, for use in case of a fire occurring, to shut it off from the rest of the building, and sprinklers are installed on each floor. There are two staircases. We complained of the entrance to one of them being closed. The firm said they found it necessary to lock the doors, but promised to place a key in a glass-fronted box at hand, so that in case of fire the door could easily be opened. I need only say that the key was placed on the outside of the door.

474a. What was the necessity for having the door closed and locked—there must have been a necessity, surely?—Well, the staircase was only to be used in case of fire, not as an ordinary exit, and outsiders could gain easy access to the works were that always open. There is now only one entrance, passing through the office in order to pass the time-

keeper. The other exit which I am speaking of cannot be seen from the office, and that was the reason why it was closed.

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P. Williams.
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475a. If an arrangement was made that the door although closed, could be opened by giving an alarm, would not that do away with the objection? —Yes; except that in the event of a panic of any sort, there would be considerable obstruction. There is some delay even in getting out in the ordinary course.

476a. Have you ever seen that plan carried out? —No, I cannot say that I have.

477a. But you think it would be an advantage, and reduce the danger in case of fire? —Yes. Personally, I think there should be an outside staircase in preference.

478a. *Mr. Powell.*] This staircase is completely isolated structurally, although not outside? —Yes.

479a. *Mr. Smith.*] As regards the dust from the type, what dust is it? Does it accumulate from one type fretting against another, or from the street? —Partly from both causes, but mostly it is metallic dust. You find a good deal of it with new type.

480a. But surely it cannot rise and fall in the atmosphere? —It is done in the shaking of the cases.

481a. Do not the regulations of the Factories Act stipulate for the cleaning of the type-cases? —They should do so, but I do not know if they deal with that question.

482a. Then you think if the cases were cleaned out every fortnight or month it would be better? —Yes; that would come under the head of cleanliness.

483a. Is the printing trade a healthy one? —Not generally.

484a. What is the general complaint? —Consumption. In London in 1905, out of some 150 deaths reported by the London Society of Compositors, 26 were due to phthisis, 15 to heart disease, 15 to tubercular troubles, 12 to bronchitis, 10 to pneumonia, and two to lead poisoning.

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P. Williams.

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485a. What causes it?—Probably so much indoor employment as much as anything.

486a. Do you know of any cases where they have suffered from lead poisoning?—I have heard of one bad case.

487a. In this country?—Yes.

488a. Was it ever traced to its cause?—It was when Messrs. Richards' old building was being cleared out. There were two or three cases at that time. One of the men got a cut on the hand or arm, with some brasswork in all probability, and it was probably type dust that caused the damage.

489a. But that is blood poisoning. Do you know of any cases where the powdered lead could get into the stomach?—Cases have occurred, probably due to the swallowing of lead dust with food, or even owing to working long hours in badly ventilated premises. But I am not able to mention any specific cases at the moment.

490a. *Mr. Pyott.*] Are you in favour of the introduction of a Factories Act in this country?—Yes, I think it would be a great advantage to all concerned, not only for regulating factories at present in existence, but also for the framing of regulations for the building and working of future ones.

491a. Whom do you mean by all concerned, the employer or the employee?—Principally to the employees; but also to employers, by imposing equal conditions of working, and preventing some unscrupulous employers working juveniles all sorts of hours and under unhealthy conditions to produce their work cheaply.

492a. Could you state some cases where some of the workers could be improved by having a Factories Act in this country?—Just those I have mentioned as regards air-space, protection of machinery, sanitation, hours of working, and wages.

493a. Those are the principal points you would support?—Yes.

494a. As regards the age limit, what do you think would be a fair limit to allow, both as

regards girls and boys?—The age at Home is 14, Mr.
P. Williams. and I think that would be a fair limit.

495a. Do not you think 14 would be a hardship on poor people?—But there is the new School Board Act. which prevents them leaving school under the age of 14. June 19. 1906.

496a. That does not cover coloured people?—No?

497a. It would be a great hardship upon those people?—I admit that in some cases; but then they could be employed in the way of messengers, for instance, which would hardly come under the heading of factory workers.

498a. With reference to overtime, do you not find that generally all factory workers are anxious to make overtime?—In most cases, yes.

499a. *Chairman.*] You are acquainted with the working of the Wages Boards in other countries regulating wages and hours of labour between master and the men, consisting of so many delegates representing the masters and the same number representing the men, with a chairman: are you in favour of that?—Most decidedly. Some little time ago we endeavoured to bring about a similar arrangement, and we called it a Conciliation Board, consisting of so many representatives from each side to discuss matters of interest arising in connection with the trade. The employers were not all in favour, and the matter is in abeyance.

500a. Are you aware that these Wages Boards in Victoria have acted better than the Conciliation Boards in New Zealand?—I have not followed that question sufficiently to compare.*

*There is one point I should like to refer to if I am in order in so doing, and that is in regard to female labour in the composing-room. As president of the Cape Town Branch of the South African Typographical Union I may say that the majority of our members are opposed to it. As regards their work production being equal to a man's, that is quite an erroneous idea. Some of them certainly may be capable of setting solid matter fairly well and at a fair rate of speed, but very few of them can go beyond that. A man who is worth his salt should be able to tackle almost anything that comes in his way. I heard of a case some time back now where a woman asked for an increased wage, stating that she considered that as she was able to do men's work she should receive equal pay. The employer asked, "You think you can do men's work?" "Yes." "Very well; just lay up these forms on this stone, and clear away the furniture, etc., and when you have done that you can just set to work altering these time-tables on the stone. Before you do that just run down to the machine room and see to these revises. Oh, you don't care about doing that? I thought you were capable of doing men's work? When you can do as I have just asked you then I will admit you can do men's work, but not before."

Thursday, 21st June, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Dr. Petersen.	Mr. Powell.
Mr. Dempers.	Mr. Smith.

Mr. Otto Koepper, examined.

Mr.
O. Koepper, 501a. *Chairman.*] What is your trade?—I am a
shoemaker.

June 21, 1906. 502a. Where are you employed?—At Messrs. J. Woodhead & Sons.

503a. You know that this is a Committee appointed to inquire into factories—as to the hours of labour, sanitation, wages, &c.?—Yes.

504a. Can you give us any evidence in regard to your trade on these points? Are you well housed?—Yes, the place is very well ventilated and the rooms are large and clean.

505a. Are there any women and girls employed at Messrs. J. Woodhead & Sons?—No, all men.

506a. The sanitary arrangements are all correct?—Yes.

507a. Are the wages you are paid satisfactory?—At the present time we cannot earn much owing to the slackness of trade.

508a. But otherwise they are satisfactory?—Yes.

509a. What wages do the skilled men in the trade earn?—They chiefly do piece-work, and if they work full time they could earn about £2 10s. to £3 a week.

510a. What do men earn who are not so competent?—About £1 10s. a week.

511a. Have you any apprentices?—There are three boys.

512a. What do they earn?—6s. a week.

513a. You consider that you receive a living wage?—Not at the present time, because owing to the slackness of trade there is not sufficient work for full time employment.

514a. Do you consider that it would be to the advantage of your trade if there were a Wages Board—similar to what they have in Australia—five men are chosen by the workpeople and five by the employers, there is an impartial chairman appointed and they meet and decide as to the rate of wages and so on? Do you think your trade requires anything of that kind?—Yes, I think it would be a good thing to have such a board.

Mr.
O. Koepper.
—
June 21, 1906.

515a. How do you settle any dispute now with your employers as to wages?—We have to be satisfied as there is no board.

Mr. William Fred Stange, examined.

516a. *Chairman.*] You are employed at the match works at Rosebank?—Yes.

Mr.
W. F. Stange.
—

517a. You know what this Committee is sitting for?—I have heard about it.

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518a. What employees have you at the match works?—We have four foremen who get paid from £3 to £4 per week each; then we have piece-workers, mostly coloured boys, earning £1 15s. to £2 per week each, and we have white and coloured girls who are paid daily according to their work.

519a. What do they earn?—The white girls from 18s. to £1 per week, and they receive in addition second-class train fare from Woodstock to Rosebank. The coloured girls also receive second-class train fare in addition to their wages.

520a. Have you any apprentices?—We had one but he has left.

521. What is the youngest age at which employees are employed?—We have some coloured boys of 14 years of age.

522a. What are they getting paid?—From 10s. to £1 per week.

523a. You do not employ any children under 14 years?—No.

524a. Is there plenty of air space in your factory?—Yes; and there is every convenience for the employees. They have a special place with long tables for their meals.

Mr.
W. F. Stange. 525a. Are the urinals of the men separated from those of the women?—Yes.

June 21, 1906. 526a. Is the factory properly cleaned out?—Yes, it is scrubbed out, and we have boys sweeping the floors from morning to night.

527a. How often are the floors scrubbed?—Once a week.

528a. Is the machinery properly guarded?—Yes.

529a. There is no chance of accidents?—No.

530a. You consider that you are receiving a living wage?—Of course, it is hard for a poor man with children, but with the present hard times you cannot expect to get much more than £3 a week.

531a. *Mr. Smith.*] What factory are you working at?—The Lion Match Co., which used to be the Rosebank Match Co.

532a. What countries have you worked in?—I came out in 1883 with my father, who was one of the emigrants.

533a. Where from?—From Germany.

534a. What were you working at in Germany?—I was only 12 years of age when I left Germany.

535a. You have had no experience elsewhere?—No.

536a. Have you worked at any other match factory except the one at Rosebank?—No. I started work at Sturk & Co.

537a. Have you ever studied the question of a Factory Act, and its bearing on the position of the people who work in factories—whether it is advantageous, or otherwise?—As far as our factory goes I cannot complain. We start work at 7 a.m., and have half-an-hour for breakfast, and an hour for dinner, and knock off at 5.30 p.m.; previous to that we worked from 6 a.m. to 6 p.m.

538a. You think all the employees in the Lion Match Factory are able to work from 7 a.m. to 5.30 p.m., with intervals allowed for meals?—Yes, they all agree to that. We used to start at 7.30 a.m., but then we had no breakfast interval, so we agreed to start at 7 a.m. and have half-an-hour for breakfast.

539a. You think it is better for the employees to have their breakfast at the factory at a later hour than before they leave their homes?—Yes.

Mr.
W. F. Stange.
June 21, 1906.

540a. Have there been many accidents in your factory?—No, after working 20 years in a match factory I saw one accident.

541a. Was that a bad accident?—Yes, a boy was killed. It was in connection with a new fashion of table we were using. The engineer and I had placed it slanting against the wall, and shortly afterwards the boy passed and slipping on the floor he caught hold of the table which fell on him and killed him.

542a. Is there plenty of room to move about between the machinery?—Yes.

543a. The machinery is well guarded?—Yes.

544a. The accident you mentioned may have happened anywhere?—Yes

545a. It was not on account of faulty machinery?—No.

546a. Do you know whether your employees are subject to any disease through working in a match factory?—No.

547a. You do not get phosphorus poisoning?—We do not use phosphorus, we only make safeties.

548a. Do you find your employees prefer piece-work to receiving a weekly wage?—Yes, because they can earn more; they can earn up to £1 15s. and £2 per week by piece-work, and I do not think coloured boys would earn that money elsewhere.

549a. Are the employees principally coloured?—Yes, then we have some Afrikander girls as well.

550a. What they call "poor whites"?—Yes.

551a. Do you know where the machinery in your factory was made?—Mostly in Sweden and Germany.

552a. *Mr. Dempers.*] What position do you hold at the factory?—I am a foreman.

553a. How many hands are employed at the factory?—About 75 at present.

554a. Have they any serious complaints about wages?—No.

Mr.
W. F. Stange. 555a. Or any other complaints?—No, they
receive their railway fares in addition to their
June 21, 1906, wages.

556a. As far as the people at the match factory are concerned, did you ever hear them say that they thought it was necessary to have a Factory Act?—No. I have been working 20 years in the factory, and some of the people who left were glad to come back again.

557a. Are the wages the same now as they were three years ago?—Instead of £3 10s. a week, I am now getting £3; that is the only difference. The others are all getting the same wages they got three years ago.

558a. *Mr. Smith.*] You say your company pays for the railway fares of their employees?—Yes.

559a. Do they pay tram fares as well?—They receive either the train ticket or its value in money, so they can travel by tram if they prefer to do so.

560a. Is there much overtime in your factory?—No. there is no overtime.

Wednesday, 27th June, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Powell.	Colonel Bayly.
Mr. Dempers.	Mr. Smith.

* _____ (*a Dressmaker*), examined.

561a. *Chairman.*] You have been employed some time in Cape Town as a dressmaker?—Yes.
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562a. Do you wish to have your name withheld when your evidence is published?—Yes, I do.

563a. In which firm are you employed?—I have been employed in several firms. I was at _____ for some time, and also at _____, and the last firm I was with was _____.

* At witness's request her name and portions of her evidence were regarded as confidential.

564a. This Committee is inquiring into the * _____ (a hours of labour, wages and sanitary conditions under which the workers work. Can you tell us under what conditions you had to work?—When I was at _____ everything was all right; but at _____ we started work at 8 a.m. and worked until 6 p.m., and sometimes to 9 p.m., without any extra pay for overtime. The wages were very small—£1 5s. per week was the most I got as a skirt hand.

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565a. At the larger places like _____ and _____ were you well paid?—At _____, but not at _____.

566a. What were you paid at _____?—£1 2s. 6d. per week. We started at 8 a.m. and worked until 1 p.m. We went back at 2 p.m. and worked through until 9 p.m. The shop closed at 6 p.m. but we worked inside.

567a. Did that apply to your case alone or had others to do the same?—All the others had to do the same.

568a. Those employed in dressmaking?—Yes. Sometimes there is special work and the foreman will say: “You have to work on to-night.”

569a. You have to do it whether you like to or not?—Yes, and we have to do it without having any tea or anything to eat.

570a. Nothing is provided by the firm?—No, nothing at all.

571a. Were there many girls employed in that way?—Yes, there were a few—mostly hat hands.

572a. Those working at the counter were not required to remain?—No, only those in connection with the dressmaking trade. When I was at _____ we worked through a whole week until 9 p.m., and on the Saturday morning I was ill and tired. I had finished all the extra work on the Friday night, so the next day I sent a note to the foreman to say that I could not work as I was not feeling well and asked that my wages should be sent me. The reply came that if I stayed away on my own account I need not return on the Monday morning.

573a. You were dismissed?—Yes.

574a. Does that happen to other young ladies as well as yourself?—Yes.

June 27, 1906. 575a. Do they work at home as well?—No, but at one shop I was some girls did take work home. At—there were two girls who always took work home.

576a. Up to what hours did they work?—I cannot say.

577a. You have never taken work home?—No.

578a. 9 o'clock p.m. has been the latest at which you worked?—Yes.

579a. You are acquainted with other girls who work in the dressmaking trade. Do they work late of your knowledge?—Yes, any amount of girls.

580a. I suppose in small shops?—Yes, as well as big ones. But in smaller ones you have to work more because you do not get extra wages as you do in the big shops.

581a. Do they always get a half-holiday on Saturdays, or is the outside shop locked while the girls continue to work inside?—Yes, they have to go on working inside.

582a. Do you consider that it is healthy for these girls to have to work so late?—No, that is why I had to give it up. It was too much hard work, and then I had to go without supper or a cup of tea at night. I could not stand it.

583a. You were not given a week's notice?—No.

584a. Do many young girls work at the dressmaking trade?—Yes.

585a. What are ages of these girls?—The apprentices are 14 or 15.

586a. And these apprentices have to work these long hours?—They are not compelled to stay late.

587a. What are they paid?—Some get 2s. 6d., 3s. and 4s. a week.

588a. And you say there are a great number of these girls employed?—Yes, a lot.

589a. Do they get their regular holidays?—They get the special holidays, such as Wiener's Day, &c.

590a. And Saturdays?—Yes.

591a. What is the smallest wage paid to competent hands?—20s. a week is the smallest.

592a. None of them are paid less than that?—At ^{—————} (a Dressmaker).
all the places I have worked at they were all paid that. We really do not know what each other get in other shops unless we friends tell each other. They paid the skirt hands £1 2s. 6d. to £1 5s. a week.

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593a. Do you consider that a living wage?—No. you cannot live on that unless you take on extra work at home.

594a. Then you do have to take extra work home in order to live?—Oh, yes; I thought you meant taking work home from the shop in the question you put to me before.

595a. And how long do you work at this extra work,—what hours do you get for yourself if you are working at the shop all day?—If you want to make your living you have to work up to 11 or 12 at night.

596a. Do you get this work from the shops?—No, we get it from other customers.

597a. And you consider the hours of work far too long for the seamstresses in this country?—Yes, I should think so.

598a. And unhealthy?—Yes.

599a. *Mr. Powell.*] It is not customary, I understand, in the dressmaking business to take work home in the same way as the tailoring?—No, it is not. It is only in case I want to finish off something instead of leaving it till the morning, and instead of staying at the shop I take the work home with me.

600a. *Mr. Dempers.*] Did you get paid by the day at ^{—————}, or by piecework?—We got paid by the week.

601a. How long were you at ^{—————}?—Six months.

602a. Was it a general custom that you had to work overtime, or only in exceptional cases?—It was nearly every week, and through the holidays we had to work every night up to nine o'clock. A young girl there told me that it was the fault of the forewoman in not giving out the work properly. This girl told me she had had to work overtime ever since she had been at that shop.

Friday, 29th June, 1906.

PRESENT :

Mr. KÖHLER (Chairman).

Mr. Powell.	Col. Bayly.
Mr. Smith.	Dr. Petersen.
Mr. Pyott.	

Mr. Joseph Corben, examined.

Mr.
J. Corben.
June 29, 1906.

603a. *Chairman.*] You are the Sanitary Superintendent of the Cape Town Corporation?—Yes.

604a. You know that this is a Committee appointed to inquire into the necessity of having a Factory Act in this Colony, with regard to the hours of labour and the sanitary conditions generally of factories in the Colony? As far as factories are concerned in Cape Town, can you tell us what system of inspection the Town Council adopt?—Have they any system?—Yes, we have. The town is divided up into districts, and a sanitary inspector is appointed for each district, and he is responsible for inspecting periodically—perhaps once in a fortnight or three weeks—each factory in his district. I may say there are very few factories in Cape Town—that is according to our idea of factories.

605a. What do you call a factory?—A factory is an establishment where steam power or machinery is used.

606a. You do not have the same definition as the Australian, that a factory is a place where four or more persons are employed in manufacturing any article for sale?—We have no definition in Cape Town of a factory, but in England they call a factory a place where steam or other power is used in working machinery; the other places are called workshops. That is how they distinguish between the two.

607a. Do you think that it is necessary that you should have a definition here?—As far as Cape

Town is concerned we have the power of inspecting any workshop or factory, school or dwelling house, or room in a house, as far as Cape Town is concerned, as regards sanitation, not in regard to the hours they work.

Mr.
J. Corben.
—

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608a. You consider that there should be some different definition to that which you have? Under your powers you have no authority to go into these small workrooms where these people labour? —Yes, we have that power.

609a. But it is evidently not done. There are a large number of workshops in District 6, and from what this Committee has seen it seems to be quite impossible that there can be any inspection as far as they are concerned? —I was speaking of workshops which we might describe as factories. I had in mind places like Buchanan's Confectionery establishment.

610a. Those are large factories, but we are talking of workshops? —We define these as factories. The smaller ones, such as tobacco or cigarette manufactories, we define as workshops. That is why I want to understand clearly whether we are speaking of the same thing.

611a. I would call a factory a place where steam power is used, and a workshop a place where four or more persons are employed in manufacturing articles? —I would not limit the number to four. If four persons were employed in making dresses I would not call that a workshop.

612a. What would you call that? —A workroom. You have scores about town.

613a. Do not you think they should be inspected? —Certainly.

614a. How are you going to make powers of inspection if you have this difference? —We have powers to inspect any room in any house.

615a. But as a matter of fact it is not done? —It is done.

616a. Are you, as Sanitary Superintendent, aware that in District 6 there are a large number of workrooms where clothing is made which is

Mr.
J. Corben.

being sold in the city, under insanitary conditions ?—I am not aware of that.

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617a. You are not aware that in some of these workrooms people eat, sleep and do domestic work as well ?—I am not aware of that.

618a. Then you admit that the sanitary inspection is quite inadequate ?—If what you say is so—yes.

619a. What remedy would you suggest to meet that ?—The remedy would be to make the districts smaller and have an increased number of sanitary inspectors.

620a. Do you think that inspection should be under the municipality or that as far as the workshops are concerned there should be an Inspector of Workshops who should confine his duties to the inspection of workshops ?—That could be done under the municipality.

621a. Do not you think that would increase the work of the municipality and tend to make it a perfunctory matter, and that it would not receive the same attention as it would if there were a distinct Inspector of Workshops ?—I do not think so. If a place where four are working together is described as a workshop you would have hundreds of them about town. Unless you had a large staff it would be impossible to deal adequately with them whereas with the sanitary inspectors, in the course of their ordinary duties they would pass these workshops two or three times a week, and it would be easier for them to inspect than it would be for one Inspector of Workshops to deal with the whole town.

622a. But you will admit that it does not come under the scope of a municipal sanitary inspector to inquire into the hours of labour ?—Quite so.

623a. Then you would want two classes of inspectors ?—Yes.

624a. Therefore, would it not be better if, in a Factory Act, provision were made for the appointment of a Government Inspector to attend to all these matters as also into the shielding of dangerous

machinery?—Yes, looking at it from that stand-point I think it would be better.

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J. Corben.

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625a. You think then, if these workshops are to be adequately controlled, there should be a Government Inspector to inspect them?—I should like to qualify my answer. In regard to the guarding of dangerous machinery and the hours of labour, I think it would perhaps be advisable if there were a Government Inspector.

626a. Do you consider that the larger factories, where machinery is employed, are adequately inspected?—Yes.

627a. Are you aware that in this city there are some large places where there probably are consumptives employed, and the employees expectorate on the floors, which are seldom swept and practically never washed?—Those are details it is almost impossible for anyone to control, except the employers themselves. Where you employ a number of men some of them are sure to have dirty habits, and they think nothing of spitting on the floor—they may be consumptive or not. With regard to sweeping, take the "Cape Times" place, for instance. The place may be littered up, but it is what may be called clean dirt, and this is swept up at the end of each week. All these things must be taken into consideration in forming a judgment as to these places being dirty.

628a. Are you prepared to admit that it is a fact that under the sanitary inspection of these places it is possible for that state of affairs to exist?—I think it is.

629a. Therefore you are prepared to admit that the sanitary control of this town is not adequate?—No, I do not. I say whatever inspection you have you cannot, even here, having gentlemen of the highest education, prevent them from spitting on the stairs, and whatever orders you may try to impose it is the persons themselves who defy them.

630a. Will you explain to this Committee what your regulations are with regard to sweeping out and washing the floors of factories?—There are no

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definite regulations, except that they have to keep their places clean. Take the place of Messrs. Cunningham & Gearing, the Engineers, it may appear to be very untidy and dirty, but from a health point of view it is dirt which we consider would not harm anybody. In a place like that we should turn our attention to the presence of any foetid matter, and see whether the ventilation is adequate.

631a. Take the smaller printing offices, where perhaps 20 or 25 hands are employed. The employees eat in these places, crumbs are dropped on the floors, they spit all over the place, and they are seldom swept, and washed once a year perhaps?—Well, the sweeping out would be done in these places not less than once a week. With regard to the washing of the floor, that might materially affect the work carried on, and you would make the machinery damp.

632a. You will admit that you practically have no regulations for keeping these places clean?—If we deemed it necessary that any of these places should be cleaned we can order it.

633a. You have no regulations?—We have regulations dealing with the sanitary conditions.

634a. But they are not carried out?—They are not deemed necessary in the cases you have referred to.

635a. We have it in evidence that there are places in this town not swept more than once a month?—It is quite possible.

636a. And not washed more than once in six months?—It is quite possible, having in view the character of the work carried on.

637a. You consider it is healthy with consumptive people employed that this should be so?—Certainly I do not.

638a. With reference to urinals and such places, have you any regulations that, where men and women are employed in these factories, they should have separate ones?—Yes, we impose that rigidly.

639a. You are sure that is carried out?—Yes, I am. Mr. Corben.

640a. Yet we have it in evidence that it is not so?—It may be. You may have a small drapery shop where you have two or three men and a woman employed; but then it is more like a family matter. June 29, 1906.

641a. I am talking of a large factory?—No, I know of no factory or workshop where there is no separate lavatory accommodation.

642a. Not even in Plein Street?—No.

643a. Yet we have it in evidence that there are such places. Does not that show, if that be true, that the sanitary inspection is not complete?—If that be true, yes, then there is something wanting.

644a. Do you consider that all the machinery in the town is safely guarded?—I could not say that.

645a. Do your regulations deal with that?—No.

646a. It is beyond your scope?—Yes.

647a. *Mr. Powell.*] I take it that your inspection is directed to certain definite ends, viz: the preservation of the general sanitary condition of the town?—Yes.

648a. You are not so specially concerned with what may be called factory matters as such?—No.

649a. For instance, your men would see that all closets and urinals were kept in a clean and sanitary condition?—Yes.

650a. But would they enter into the question as to the proportion of such places provided in regard to the number of hands employed?—Yes.

651a. Have you any rule?—No; each place is dealt with on its own merits—we usually average one for every 20 employees.

652a. Do you take into consideration the cubic air space per individual in a factory?—Yes.

653a. Have you a rule on the subject?—Yes. 300 cubic feet for each employee during working hours, whether working day or night.

654a. Incidentally you said that although you have power for dealing with factories, you have no power in the case of work-shops?—No: I was mis-

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understood if you thought I said that. I said we have equal power over workshops and factories.

655a. *Mr. Smith.*] Do any of your inspectors ever report to you that the work-rooms or factories they visit in the town are not provided with sufficient air space for the number of employees?—Yes, when they find that is so.

656a. Can you tell us if any of your inspectors have been requested to visit tailors and people who carry work home, and report on the method in which they carry on their work and under what circumstances?—Yes.

657a. Can you call to mind any particular business?—Particularly tailors.

658a. What part of the city are they found in?—In all directions. The method which they adopt here is this: the firm for which they work give out the material to these people who take it to their homes, and there may be two or three brothers or a father and his sons working in one room, but they work for various firms. That is carried on very largely with the exception of Garlick's, who have a large workroom on their premises and employ about 90 hands.

659a. In these cases has it been reported to you that such houses are not provided with sufficient air space for the lodgers?—Yes.

660a. What course do you pursue?—We serve a notice on the owner to provide additional sanitation.

661a. Has any report been made to you as to the number of hours these people work?—No.

662a. Only the general condition under which the people work?—Yes, as to sanitation and whether the place is dirty.

663a. Have you visited the workshops of the "S. A. News," "Argus" and "Cape Times"?—Yes.

664a. Are they satisfactory?—Yes.

665a. You consider the sanitation is fairly well carried out as regards the wholesale and retail places you have mentioned, and that there is sufficient air space for the employees?—Yes. On certain

occasions, just before a big public function for instance, when a large quantity of new clothing is required, you might find a room crowded; but a fortnight later there may be only two or three persons in the room.

666a. Have you any special time set aside for visiting these places, or do you make surprise visits?—Surprise visits.

667a. Four members of this Committee on Wednesday evening visited several places in District No. 6, and there we found people working under what I should consider to be insanitary conditions as far as air space is concerned. We saw five men, women and children in rooms which in one or two cases were connected with others, but in the majority of cases had only one entrance, and there was a tailor's table and a paraffine lamp burning in each of the rooms?—It is quite possible.

668a. Have you ever been informed by your inspectors that the residents have raised objection to their inspection?—No.

669a. They offer every facility?—Yes; very rarely do we meet with any opposition on the part of the inhabitants of Cape Town.

670a. *Mr. Köhler.*] Are you aware of the conditions of the Malay workshops, where clothing is made? Have you ever visited any of them?—Yes, a good many.

671a. How many people do you find there as a rule?—I have found as many as eight or ten and sometimes three or four.

672a. Do they work late at night?—That I cannot say.

673a. Do they eat in the same room as they work?—That is impossible to say.

674a. Do they sleep in the same rooms?—They say they do not, but it is possible that after the work is put away they do.

675a. You do not allow them to sleep in the rooms they work in?—No.

676a. You will be surprised to hear that this Committee visited a number of workshops where

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Mr. J. Corben. white men work, and in every instance there was one or two beds in the room?—Yes, I am.

June 29, 1906. 677a. You are not aware of this?—I am not aware that people are sleeping in the same room in which they are making up the material.

678a. Yet it is a fact?—I do not dispute it.

679a. As far as the Malays are concerned do you consider the rooms you saw them working in have sufficient air space?—If it is found that a room is overcrowded we at once interfere.

680a. The question I asked is whether you consider the room, where you say you saw eight to ten Malays working, has sufficient air space?—Yes.

681a. They are not overcrowded?—No.

682a. The clothing is not being made up under insanitary conditions?—No.

Wednesday, 4th July, 1906.

PRESENT:

Mr. KÖHLER (Chairman).

Mr. Powell.	Mr. Dempers.
Col. Bayly.	Mr. Pyott.

Mr. John Garlick, M.L.A., examined.

Mr. J. Garlick, M.L.A. 683a. *Chairman.*] This is a Committee appointed to take evidence with regard to the working of factories in the Cape Colony, as to the sanitation, the hours of labour, rate of wages, guarding of dangerous machinery, and the ages of apprentices, if any. I understand that you have a factory in Cape Town?—For the purposes of this inquiry what do you call a factory?

684a. We define a factory as a workshop where four or more persons are employed in preparing goods for sale?—Then I have seven or eight factories in town and others in various parts of the country.

685a. Do you consider that as far as you are concerned you do not employ any children of too young an age?—What would you call too young?

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686a. Anything under 14?—I cannot be certain, but I should imagine in our millinery and dress-making workrooms we have children of that age.

687a. We are not inquiring into the cases of shop assistants?—I am speaking of the millinery and dressmaking rooms, which fall under the definition you gave of factories.

688a. Do you think it is a good thing to employ children under 14 in these factories, and that it is good for their health?—If you have well-lighted rooms and plenty of fresh air and sanitation, I do not see there is anything in the hours we work that would be deleterious to their health.

689a. What hours do they work in your establishment?—From 8 a.m. to 5.30 p.m. in winter and 6 p.m. in summer—1 p.m. on Saturdays with an hour for dinner in the middle of the day and a short interval in the morning and afternoon for tea.

690a. Do these children ever work overtime?—Not to my knowledge. If there were some special work to be done two or three expert employees would be kept on for that particular purpose.

691a. But no children?—I did not know what questions I would be asked or I would have fortified myself on these points, but as far as I know they are not. I would not like to say positively that they never have been.

692a. You will admit if they are it is not desirable?—No, it is not.

693a. Any Act that would prevent that sort of thing would be in the interest of the well-being of the future mothers of the country?—Certainly.

694a. Do you consider that your machinery is properly guarded in all cases?—As far as I know it is. In our tailoring workrooms we have machinery driven by electricity and I took some considerable precautions myself to see that everything was properly protected even after it had been put in by experts.

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695a. Do you have stoves for heating irons in the same room where the men are working?—Yes. It is a very large room and is divided off by partitions which do not reach the ceiling. The stoves are immediately below the windows and special provision is made for carrying off the heat.

696a. It is not deleterious to health?—To prevent anything detrimental was our intention. We realize if we let our men work under unhealthy conditions in a warm climate like this and we make the place unbearably hot, that we do not get the same class of work and not so much done, so in our own interests it is necessary to do these things quite apart from looking after the health of the workers.

697a. What are the hours of labour in the tailoring branch?—The factory opens at 7.30 a.m., and closes at 6 p.m. The bulk of the men come to work between 8 and 10 a.m. These are piece-workers. The day workers come at 8 a.m. Many of the piece-workers find the hours too short, and are anxious to work longer.

698a. How much per week do they earn on the average at piece-work?—I should say on an average about £2 10s. to £2 15s. Some earn less, and some more—it all depends on the number of hours they put in, and the assiduity with which they do their work.

699a. As far as the sanitary arrangements are concerned, do you separate the men from the women?—Yes, they do *not* have to go to the same places.

700a. With regard to the tailors, do they take work home besides working at your place?—The piece-workers do if they are so inclined.

701a. As a general rule do they?—A certain class of people do—it depends entirely on a man's requirements. If he has a wife and family, and is anxious to earn as much as possible he will take work home and do an hour or two's work in the evening, or before he comes to the workshop in the morning.

702a. Is there not a system of sub-contracting—that is one man will take a lot of work from you, and then he will employ others to work for him?—At present, as far as I know, not. Two or three years ago, there was a fair amount of that sub-contracting, but I came to the conclusion not to allow it for the reason that we had sufficient room in our own shop and decided that rather than somebody else should take the cream off the wages from the work-people, we would do it in our shop, and pay them better. We broke up one or two shops and increased the wages 20 to 25 per cent. of some of the workers.

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703a. It is from other firms then and not yours that the people in District 6 get their work?—We found there are a number of small workshops there?—Some of our garments we do get made outside, but we insist that the cutter responsible for the work shall know the places and the conditions under which the work is done. In one place there are two or three men working in co-partnership, in another a man, his wife, brother-in-law and sister, and in another there are fewer. How they divide payment we do not know, but these are the only three places we are giving work out to.

704a. Personally, you are not aware that there are a large number of workshops where people work very late at night?—Personally, I do not know of it, but am told by one of my cutters that at times they do work very late at night in one of the workshops we give work out to.

705a. Do you think the reason of that is that they are not able to earn in the ordinary way sufficient to be, what they call, a living wage?—No, I think a shop of that description probably gets work from four to five tailors in town and they are anxious to retain the work of these particular shops; and again at certain times there may be some function or other, and two or three people want dress suits, and, rather than not do the work they stay on late at night and do it. Then, of course, there is the desire to earn more money.

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706a. Is it a fact that very often cutters will do work for their men inside the shop and leave the outside cutting till the last minute, and consequently keep the outside people waiting?—It is difficult to go into the reasons in these cases. The outside man comes in at any hour of the day that suits him and the cutter may tell him there will be some work for him in a couple of hours if he cares to wait. Rather than go away on the off-chance of finding work elsewhere he prefers to wait. He may see the cutter handing some work to men in the shop while he is waiting, but probably that work has been promised, or it may be work the outside man is not competent to make as there are different classes of work.

707a. Are you aware that in certain of these workshops the men sleep, eat and have their heating stoves?—I have never personally inspected any of them.

708a. If these are the facts of the case do not you think it would be better if all these men instead of working in these places and under these conditions were to work in large factories such as yours?—I think it would be a distinct hardship to the men.

709a. You do not think it would mean that their lives would be prolonged and that the clothing would be made under better conditions as far as the safety of the public is concerned?—The safety of the public would be assured if you insisted that all these workshops should be under proper supervision. At the present moment in Cape Town we have a very complete sanitary staff, we have a medical officer of health and every place is supposed to be inspected—at any rate they come into ours and inspect periodically. Every house and every by-street is also supposed to be inspected and every case of contagious disease is supposed to be notified by the doctor attending or the sanitary inspector, so I think you can get at that particular point of view without injuring the men by not allowing them to do their work. What I would

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point out is this: If I happen to have a wife and a large family and work from 8 a.m. to 6 p.m., and by diligent attention to my work I make £2 10s. a week; if I can work an additional two or three hours at home, why should I be prevented from earning that money for my wife and family?

710a. That is one way of looking at it; but there is another, and that is this: whereas some people are trying to make a respectable living by working a legitimate amount of time to keep them in a healthy state, there are others who do not care a rap about their healths or how much they suffer and they work for cheaper rates?—If I like to sell my labour and like to work 10 or 12 hours a day, and I am doing it for what I believe to be my own benefit or that of my family, I would rather resent anybody interfering with me. I cannot allow that a Government inspector knows my conditions better than I do myself.

711a. Where the State finds men working under conditions which are unhealthy, should it not interfere?—I do not object to the State interfering under those conditions. If people are doing injury to a portion of the community I think the State should interfere.

712a. To a portion of the community?—If one man is injuring another man I should say the State should interfere, but how far it should interfere with a man's own actions, affecting his own welfare is a different thing.

713a. Are you acquainted with the Factory Acts of other countries?—Not in detail.

714a. They have a system in Victoria where the different trades are organized and where the men appoint five from their number and the masters five, and an impartial chairman, and this board goes into the matter of wages, hours of labour, &c., and they draw up a determination providing for these things?—I am not acquainted with all those details.

715a. Are you aware that in this town there is already a sort of arrangement drawn up between

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some of the industrial concerns and their workmen on similar lines?—I presume in every trade there is more or less a general understanding between masters and men—there certainly is in the clothing trade; but my experience of over 30 years in South Africa is that there has been no necessity, as far as I personally am concerned, for any outside interference between masters and men.

716a. You know there has been a strike in the cigarette trade?—Yes.

717a. If there had been a Board there would not have been this strike, and these strikes cost the State a lot of money. Do not you think there should be some legal form making it practically compulsory for one side—either the masters or men—to call into use this machinery rather than have these strikes?—In my own experience I have not come across any necessity for any outside interference, and I do not think it a wise thing to make a law till the necessity for that law arises. If a good and sufficient case can be made out by the workpeople of this country that the employers are tyrannizing over them and are forcing them into a position which is contrary to their interests and an unfair position, then some action should be taken; but so far I must say I have not come across anything in my experience that warrants such action.

718a. Are you aware that there is a certain amount of discontent amongst the tailors themselves as to their position?—I do not know much about outside shops, but in our own shop if the workmen are in any way dissatisfied with their conditions they can always come and see me. We have never had any difficulty in any of our work-rooms that I know of, without they have come to me; they have generally been minor matters and after a little “talkee talkee” the matter has been usually settled.

719a. You will admit that the conditions are very good in your case, but there are large numbers of small employers of men who do not treat

their workmen as you do, and as a consequence there is always a certain amount of discontent, and that there may possibly be a strike among the tailors. Now, do not you think that it would be advisable that the whole body of masters and men should have some way of dealing with the matter?—Well, that has been done before. Some few years ago when I was in England there was a strike amongst the tailors, but the masters and the men eventually came together and settled the matter without any outside interference.

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720a. Are you in favour of a Factories Act?—Well, there are so many Factory Acts and I am not conversant with them, but the one in vogue in England works very well. I do not see that there is any necessity at the present time for a Conciliation Board.

721a. But you said that you did not think there was a Board of this nature acting at the present time in connection with these factories?—Well, no one has approached me as an employer of tailors with any grievance for years with reference to wages or anything of that kind.

722a. But I am asking you of the trade generally?—Well, no one has approached me with the object of forming anything of this kind, either from the masters or from the men, so far as I know personally.

723a. Only your own trade?—I do not interfere with other trades.

724a. *Mr. Powell.*] Several witnesses have said that amongst the large tailoring establishments in Cape Town yours is the only place where there is a regular factory: is that really so?—I really do not know my neighbours' business. I cannot say.

725a. Have you been asked, at any time, to treat with workmen's organizations in your trade as distinguished from your own individual hands?—Personally, I have not; but some few years back while I was in England there was a strike on and what took place then I do not know.

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726a. Are your employees organized in your place?—Not that I know of. They had meetings while I was in London, but what they did I do not know.

727a. You have said that you have endeavoured to the best of your ability to prohibit sub-contracting?—Yes.

728a. Do you think that it would be well to do by legislation that which you have voluntarily contributed—to make other people do the same?—No, I do not think it would do.

729a. You would leave it to voluntary action, as in your case?—Well, I can see very unfortunate cases if you are going to legislate. Suppose we are overpressed with work, and there is a man with a small shop with half a dozen employees in some other part of the town, and he has no work. We are anxious to put our work out to him, and if he could not sub-contract it would make it rather awkward for all concerned.

730a. But, as far as you can, you make it a condition that the work given out from your own place is to be done under proper conditions?—Yes, we have to do that in our own interests.

731a. *Mr. Dempers.*] If a Factories Act were passed and all the employees had to work in a factory, do not you think it would be a very hard condition on those who wanted to work at home?—I think so.

732a. Do not you think it would exclude the coloured workmen if a Factories Act were passed?—No, I do not think it would exclude them. It might probably lead to one workroom employing coloured labour and another employing white labour, but as a rule we have found that the coloured and white work together up to a certain point.

733a. In District No. 6, where we went the other evening, all of them said they were not earning a living wage for the work they were doing. Do you think that is the case at present?—Well, it depends upon what a living wage is. There are a

great many people who earn less than those are doing and there are others earning more money, but the circumstances of a man's family may mean that £5 a week is a living wage, or that £1 a week is a living wage. I have seen a man going into our place with his kid gloves on half an hour after I got there and leaving half an hour earlier than I did and earning his 15s. a day week in and week out. Another man would not earn more than 7s. 6d. in the same time.

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734a. Do not you think there is a lot of exaggeration in the statement which was made to us by these people that they have to work from 6 in the morning up to 9 or 10 at night, and then are not able to make a living wage : they led us to believe that their life was unbearable ?—I do not think they were doing the class of work we have nor for the wages we pay. Of course, there are a great many people who have to work on low-priced materials, and low-priced materials cannot carry the prices the higher priced materials can, yet they need the same amount of work on them.

735a. *Chairman.*] We found one man who was making a coat for which the price paid was 17s. 6d. Is that a fair price for making a coat ?—For a morning coat 17s. 6d. would be a fair price for some classes of work.

736a. He told us that it took him 36 hours to do the work ?—Well, I should say he was a very poor workman.

737a. That amount works out that he was earning about 6d. an hour ; you would not call that a fair wage ?—No, I could not call 6d. an hour good pay for an expert hand, but it may be very good pay for a duffer. I can scarcely tell you definitely how long a morning coat should take to make, but I could send you a man who could tell you.

738a. Then they told us they worked 20 hours a day, and for a vest they got 4s. 6d. to 5s. 6d. ; would that be good pay ?—Yes, it would be about the truth.

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739a. And they said it took them about eight hours to make a vest?—I do not think it would take eight hours—it is mostly machine work: it depends upon whether they are experts or not. When I tell you the man I spoke of came in to business after nine o'clock and left before five and made 15s., he would be an expert man.

740a. Then there is the time in which they have to bring the work to their homes and return it to the shop?—Their children do that generally.

741a. You consider then that what has been said to us as to the prices were about correct?—Yes.

742a. Then as regards working these long hours for a living wage?—Well, all depends on what you call a living wage?

743a. We call a living wage what these people can live on, or exist on, and reproduce their kind?—[No reply.]

744a. *Mr. Pyott.*] Are you in favour of an Act like the English Act being introduced here?—I have absolutely no objection to it, but so far as my experience goes I see no necessity for it.

745a. But in the case of machinery, do not you think that it should be introduced?—If it were introduced, I should vote for it.

746a. And if it is not too drastic it would not be too much against those working in their own homes?—I think that where people are working in their own homes the place should be registered and under inspection to see that it is clean and healthy.

747a. But you think it would not be a hardship?—No, but I think it is hard if a man cannot do as he wishes in his own home, and if he wants to earn something for his wife and family he should be allowed to do so.

748a. And you think these people are paid the prices they should be?—Yes, I think that is correct, but if a man can work at all he is fairly well paid.

749a. *Chairman.*] We have it in evidence that the buttonhole makers are getting much less than they were getting two years ago?—Well, there has

been no reduction, as far as our factory is concerned, to the best of my knowledge, but when you speak of some of the small workshops outside, those small people squeeze down the price to make more profit for themselves.

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750a. Now, you are a fair employer of labour and you give your people a fair wage, but round about, surrounding you, there may be small places—half a dozen of them—who sweat their people in order to undercut you: do not you think that if there were an Act to prevent that and put you all on the same level it would be better?—Well, I have more advantages over them, perhaps, through being longer in business and having more capital, and can do with less profit, and I have not found that anything of the nature you indicate has done me any injury.

751a. Speaking of any trade and from a general point of view, do not you think that anything which could do away with that system of grinding down and undercutting would be of benefit?—Yes.

752a. Do not you think it would be a fair thing to provide by law for such a case?—I have no objection, but I must say that I am a bit old-fashioned and believe in the liberty of the subject to a large extent.

753a. But that provides for the liberty of the subject?—No, it provides that a man may not work for a lower wage than a given amount if he desires to do so. He might only get 4s. 6d. for a job and only get four hours work, whereas he might be willing to take 4s. for the job and get eight hours work, and you want to say that he must not sell his labour for what he chooses.

REPORT

OF

SELECT COMMITTEE on the working of the
Fair Wage Clause.

Your Committee has examined several witnesses on the working of the Fair Wage Clause, particularly Mr. Advocate Alexander, who conducted the negotiations which resulted in the adoption of the Clause by the Corporation of Cape Town, and is of opinion that both in the interests of workpeople and as a protection for the honest contractor the Clause, or one of similar import, might be adopted in Government Contracts. It would appear that no legislation is absolutely necessary for this to be done, but it was pointed out by the witness referred to that to embody the adoption of the Clause in an Act would prevent any future Government departing from it without further consulting Parliament.

CHAS. W. H. KÖHLER,
Chairman.

Committee Rooms,
Legislative Council,
17th July, 1906.

MINUTES OF EVIDENCE.

SELECT COMMITTEE ON FAIR WAGE CLAUSE.

Tuesday, 5th June, 1906.

Mr. Charles James Craig, examined.

1b. *Chairman.*] Have you any remarks to make on the Fair Wage Clause?—I consider the clause passed by the Town Council of Cape Town, if we could get such a clause inserted into Government contracts, would be of great benefit to the country at large. It would prevent a good deal of distress and unhealthy competition to a certain extent among the contractors. One matter I notice in the Town Council is that the matter has been made to apply to Departmental work. I am strongly of opinion that Government could pay a standard rate of wage to their employees and abolish the privileges.

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2b. What do you generally call a standard rate?—As you are aware, we were working for as low as 10s. a day; then, each time 10s., 11s. or 12s. a day, as the case may be, was recognised as the standard rate of wages. We always accept the standard rate as arranged between master and man after consultation.

3b. *Mr. Powell.*] Is it necessary to the working of a Fair Wage Clause that all labour affected by it should be organised labour?—Not necessarily.

4b. In cases where there are no established union rates or arrangements made between master and man, is it necessary to have a Fair Wage Clause inserted, below which the master would be sweating?—Yes.

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5b. *Mr. Dempers.*] You only want a Fair Wage Clause to operate in the towns?—No, certainly not, we wish it to apply generally to all Government contracts.

6b. Where they have not got a union?—We would make it universal, for the simple reason that if a job is of any dimension in the country men are taken from the cities to work in the country. They go up to the country either at the standard rate or an advanced rate, as the successful contractor sees it necessary to pay. If he can employ local labour he has to arrange with that labour as to the rates he pays. If he engages labour from the cities he generally pays the rate that is paid in the cities.

7b. Is this Fair Wage Clause in operation in other countries?—It has been in operation for a number of years in the Old Country, New Zealand, Australia, America, and in fact, in every civilised city in the world. It is inserted in the Government contracts at Johannesburg. It was in force as regards the building of the Government House at Pretoria, about this time last year, so that you see that it is practically a safeguard, in a sense, for legitimate contractors and workmen. It is really no imposition whatever, but as a safeguard against unscrupulous men robbing the employee.

8b. *Chairman.*] Is there anything else you would like to put before this meeting?—No.

Mr. Marks Harris, examined.

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9b. *Mr. Pyott.*] What about the Fair Wage Clause?—I think it should be inserted in every contract. A man only gets up to £3 per week.

10b. What is the cause of that?—It is because it is piece work which is priced by the firm, and that is the cause of the competition.

11b. What is the cause of the competition?—Well, men like D. Isaacs and Co., have big machinery and in bad times they get men at cheap terms.

12b. Is it not because you have been sweating

and allowing cheap furniture to come into this country from other countries that there has been a reduction in your wages?—It would be the best thing that ever was if protection was in this country.

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13b. But you have an extra $7\frac{1}{2}$ per cent now; that is bound to go to your master and thence on to you in the usual course of events, and he can give you more employment?—Yes, but what is the duty now?

14b. 15 per cent.?—Well, that would not do,—we want a protection of 50 per cent or a little less. otherwise it would not do a bit of good.

15b. What is the difficulty that you cannot make furniture here unless you get 50 per cent.?—Because it is so cheap in other countries.

16b. *Chairman*. If there was a clause which would allow you to have a Board consisting of a certain number of the masters and your men—say five of each—with an impartial chairman, would that do good to your trade?—That is always good, but you cannot compel the manufacturer to pay a higher wage.

17b. Could you compel them to pay a fair wage? Now they give you exactly what they please according to your statement, but the Board would decide?—That would be a good thing, but it will never exist if masters get cheap furniture from other countries.

18b. *Mr. Powell*. I really take it that if a Board of Legislation laid down what wages were to be paid, and which the masters could only accept by working at a loss, the masters would close their place sooner than pay those wages?—Yes, but if the duty is sufficient they will manage, and it is necessary that our industries should be built upon a living wage.

Thursday, 7th June, 1906.

Mr. Thomas Palmer, M.A., examined.

19b. *Mr. Pyott.*] With reference to a Fair Wage Clause how would it affect coloured people here, bricklayers for instance?—There is a difficulty there that I can never understand. I do not see why a coloured man and a white man should not be paid a standard wage. For instance, I cannot see why we should have our docks worked mainly by coloured people. That is so-called unskilled labour. It is the most extravagant waste I have ever seen, this employment of coloured labour.

20b. What are we going to do with these people then?—Why bring them down? I have a cutting from the "Melbourne Age" of last March, referring to the loading of a boat with wheat, on which occasion the men were carrying bags weighing 400 lbs. You have the best fitted docks here I have seen, and you pay these coloured boys 3s. or 4s. a day, whilst in Australia 13s. 10½d. was paid in the case referred to, and one of those men there would do better than three or four of the boys here. They loaded the ship without electric cranes or anything of that sort, and you could not have done it here with three times the number of men.

21b. Do you think if we had the Factory Act it would be any injustice to coloured tradesmen such as masons?—The best way to deal with them would be to fix piece work rates as well, so that an employer can either engage a man on the fixed rate of wages per day or at the rate for piece work.

22b. That is not always possible in all classes of trade?—Why is it in this country that when a tradesman comes here he is absolutely ruined? Some of my brother's journeymen plumbers came here and worked in Johannesburg. On their return to Victoria, they were worthless as workmen. They wanted a man to carry their tools. I have heard a leading journalist in this town say that it is *infra dig* for a man to carry a Gladstone bag down

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Adderley Street. If you do not put some check on the white man's aversion to manual labour, it is going to be an enervated race in this country.

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23b. You referred to men carrying 400 lb. bags of wheat in loading a ship. Was that a regular thing?—It was up to that amount, and they worked about $9\frac{1}{2}$ or 10 hours a day in a broiling sun—the temperature higher than we get it here, about 110 degrees.

24b. *Mr. Smith.*] In your experience in the Cape Colony has it been forced upon you that the white man here objects to do work which is generally looked upon as fit for coloured people?—Everybody who comes into the Colony recognises that immediately.

25b. You think if a white man would take any work offered to him if the wages were higher, that you would get sufficient white labour to take the place of the coloured?—Yes, and it would go further. It would be economic.

26b. What would you do with a coloured man?—Well, you have brought him here, and there are so many now. The difficulty is that the white man will not work beside the coloured man, and if he is put beside the coloured man, he will only get the coloured man's wage, but if he were given a good living wage, I think you would get white unskilled workmen here as well as in other countries.

Mr. William Charles Salter, examined.

27b. *Chairman.*] We would like to hear what you have to say as regards the Fair Wage Clause in Government Contracts?—At different times we have met the Parliamentary representatives on this matter, but they did not seem to understand what was meant by the Fair Wage Clause. It would be beneficial to the tailoring trade generally to have this clause if the Government could see their way to keep their work in the Colony. The Trade Union has not been in existence very long, but they intend to have a scale of charges drawn up between the employers and the workers, so that

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we shall know what each employer is paying for each garment, and the employers will be able to compete fairly one with the other for these contracts. The object of the clause is that employers should not take advantage of each other. Some employers of labour have an idea that they can make more money by going in for keen competition, so keen indeed that they cut themselves out of the market in the end. The Fair Wage Clause would be an incentive to pay the men a fair rate of wages. I may say that I have received a letter from a Government employee in the Colony who is complaining on behalf of himself and some of his comrades that his orders for boots went to Webb's, of London, and now they have had in the meantime to pay for the repairing of their boots owing to the delay in receiving the new ones, which comes through the apathy of the Government in not having the things done in a proper time. If the tenders were sent out of the Colony where there is any Trade Union in existence, the contractor would have to pay the Trade Union rate of wages for the material made up in that particular spot.

28b. *Mr. Powell.*] Are there any means of getting at a fair wage where there is not a Union rate established?—I suppose there would be.

29b. Where there is an agreed-upon rate between the Masters Association and the Trade Union, that is obviously the standard wage, but where the means for such an agreement do not exist is it possible for any honest man to arrive at what the standard was?—Yes. Suppose one firm in town paid 10s. a day and another only 8s., then it would be the duty of the Council to come to the rescue of the men who were only getting 8s. a day.

30b. Have you, as a labourer, had experience of the working of the Fair Wage Clause in England?—Yes, there they have a penalty clause in it. Most of the Councils there have someone who is elected on the different committees to look after that kind of thing, and it works fairly smoothly.

We have had a bit of trouble with the Government over this clause, as they sent work to the districts where there was no Trade Union, as in the case of the printers, for instance, but when it has been pointed out to them they have tried as far as possible to remedy the matter.

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31b. You are aware that the clause has been adopted to a very large extent by public bodies in England and to some extent by Government?—Yes.

32b. Did you hear any complaints from the rate-payers as to operation of the clause?—No.

33b. *Chairman.*] Do you know anything of the working of the Factories Act in Victoria, particularly with reference to these determinations made between master and man?—The only thing I do know is that I have had sent to me from Victoria the Factory Act and the Wages List. In Victoria our trade is governed by the Government, who fix the wages both for day work and piece work.

34b. Which system do you prefer?—At Home we were all in favour of the Victorian Act.

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Mr. Abraham Stone, examined.

35b. *Mr. Powell.*] Would you be in favour of the insertion of a Fair Wage Clause in Government contracts?—Yes, it came under my notice in England. I know women who made trousers in London, Manchester and Bristol and were paid at a rate which did not average 2½d. an hour.

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36b. Did you know of an instance of the insertion of a Fair Wage Clause in a contract to prevent that sort of thing, and to force them to pay more?—Yes, I did know of one case, but unfortunately it is frequently evaded.

Mr. Anton Anderson, examined.

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37b. *Chairman.*] What is your trade?—I am a painter and decorator.

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38b. We should like to hear what you have to say as regards the insertion of what is known as the Fair Wage Clause in all Government contracts?—I should like to point out that in one instance the Imperial Government has I believe given out a three years' contract for barracks, etc., and have had a Fair Wage Clause inserted. The contractor does the work on a certain system, paying the men from 6s. to 7s. 6d. a day.

39b. What is the standard rate?—They have not a standard rate, but the wage should be about 10s. a day.

40b. The Imperial Government are doing this?—I believe so.

41b. Then the sub-contractors of the Imperial Government are sweating the men?—Quite so.

42b. And what about the Colonial Government?—The same thing applies to them. I know the Attorney-General's place was done up some time ago, and the work was given out on the same principle.

43b. And you think the Fair Wage Clause should be inserted in all Government contracts?—Yes. All employers of labour are not fair minded, and some of them try to cut the wage down as low as possible.

44b. *Mr. Powell.*] How do you get at the standard rate of wage or a fair rate of wage in your trade?—That is a very delicate point. The painters have not been organized very long in Cape Town. We have had deputations trying to get a fair rate of wage, but the only rate of wage is from 10s. to 12s. a day, according to a man's abilities. The ordinary brush-hand gets just now from 5s. to 8s. a day.

45b. But in cases where the trades are not organized, do you think it possible to arrive at a fair rate of wage where there is not an agreement

between the Union on the one hand and the employers on the other hand—that is, where there is no Union?—No, I do not think so. If a man does not work for it, he is sure not to get it.

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46b. You simply want a Fair Wage Clause in the Government contracts?—Yes, and in all other contracts.

Mr. Morris Alexander, examined.

47b. *Chairman.*] You are an Advocate of the Supreme Court and a member of the City Council?—Yes.

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48b. You know the purpose for which this Committee has been appointed, namely, as regards the insertion of a Fair Wage Clause in all Government contracts?—Yes.

49b. In that connection I believe you have had considerable experience in the Cape Town Council. Can you give us any information as to the effect of it?—I have been in the Council just over 15 months. The Trades and Labour Council asked me, among other things, at the time of my candidature, if I would support a Fair Wage Clause, and after consideration, I declared myself in favour of it. The first clause was drafted by the Trades and Labour Council, viz.: "The wages paid in the execution of this contract shall be those generally accepted by associations of employers and the local Trades Unions, as current in each trade for competent workmen, in the district where the work is carried out." but this was not the clause subsequently adopted; it was found that it would not, in that form, meet the requirements of the workmen and the employers. The Trades and Labour Council submitted that clause to the Town Council and asked them to adopt it. There was a considerable amount of correspondence and we did not get much further in that way, and then the Trades Council asked us for an evening appointment for an explanation of the clause. The matter went on for some time in the Town Council. We adopted the principle of a Fair Wage

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Clause as early as the 27th April, 1905. One of the members gave notice to review and rescind, and the matter was hung up in that way. There was a Mass Meeting on May 1st, 1905, in the Metropolitan Hall, representing the European, Colonial and coloured workers, under the auspices of the Cape Town and District Trades and Labour Council and of the Cape Town Branch of the Social Democratic Federation, at which the principle of a Fair Wage Clause was endorsed. A resolution was sent to the Town Council, and on the 31st May we had a special meeting of the Council and received delegates from the workers to address us on matters which included the Fair Wage Clause. After that the matter was referred to the Public Works Committee to go into, and they took evidence on the matter. At that time objection was taken by some of the members, who said that it would interfere with the coloured workers, because, as they were not quite as competent as the white workers, no man would employ them at all, seeing that the employers would have to give them the same price as the white workers, but the clause makes no distinction between the white and the coloured workmen. Mr. Reid, who had been President of the Master Builders' Association for two years, in the course of his evidence before the Public Works Committee said :—" With regard to the Fair Wage Clause, I may say the rule we have adopted in the Master Builders' Association is this: that we have a clause there which enables us to be the judge of who is a competent workman; and we have an agreement drawn up between the employees and the employers of labour to say that the standard rate of wages, which is fixed mutually between the two, shall be the rate paid to competent workmen, and that the employers of labour are the judges of who are the competent workmen. That applies to the Union and Non-union men alike, without any difference whatever. Then, with regard to the coloured labour, the majority, in fact, you might say practically all the coloured labour

comes under the same category. We can employ coloured labour, and we pay that coloured labour according as we consider their value. In answer to a question as to whether, in the case of a large contract—such as the City Hall—he would have been able to employ coloured men, Mr. Reid said he could have employed a certain percentage of them. Mr. Reid further stated: "We have not found any difficulty, or had any friction at all between the coloured labourer we employ and the white labourer." In reply to a question of Councillor Hilliard's, he said: ". . . It is in the interests practically of the whole community that there should be a governing body such as the Master Builders' Association, otherwise we might have to pay prohibitive rates," and Mr. Reid also maintained that the Fair Wage Clause protects both the employers and the public. Further on in his evidence, Mr. Reid did not use the phrase, "Fair Wage Clause," but "Standard Rate of Wages," which is the phrase used in the clause subsequently adopted by the Town Council. There is something existing at the present time—an agreement between the Cape Town and District Carpenters and Joiners and the Master Builders' Association, but as will be seen, this only applies to the building trade. The employers in other trades should organize and the adoption of a Fair Wage Clause will operate in the same way as the above agreement now does with regard to the building trade. When Mr. Reid was asked if there was any difficulty as regards coloured men working alongside white men, he said he had found none, but that the point is that there are some architects who specify that no coloured men are allowed on the job, even if the employer is willing to employ them.

50b. *Mr. Pyott*]. I take it that that refers to tradesmen only, not labourers, when the architect mentions that no coloured labour shall be employed?—Sometimes it goes so far as to include everybody.

51b. But a mason would require coloured help to

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carry the bricks and mortar?—Some architects try to eliminate that altogether. The contractors simply have to carry out the orders of the architects. Mr. Reid was asked by Councillor Matthews:—"Supposing the Town Council were to-morrow to advertize and call for tenders for the construction of a large building, such as a Fire Station, with a Fair Wage Clause inserted, and you were tendering, would the mere fact of inserting that Fair Wage Clause make any difference in your tender?" and the answer was: "Not the slightest, so long as you did not put in—as some architects do who get a job to carry out—No coloured labourer will be employed to do skilled work except, perhaps, for plastering. Sometimes it is put in 'No coloured labour will be employed.' When such a thing is put in it debars you from doing anything of the sort." The sum total of Mr. Reid's opinion was, according to his experience, that the Fair Wage Clause had worked well, and that it had not the effect of increasing the prices of his tenders in respect of jobs. As regards it increasing the value of the work put in, or leading to more competent work being done, he said: "I could not say it would increase the value. I do not think it would increase or decrease the value of the work. I can only say that it practically makes a more uniform basis for all contractors to tender upon, and that the absence of a Fair Wage Clause is all in support of an unscrupulous contractor or cheaper work." What Mr. Reid meant was that men of repute might sign an agreement, but an unscrupulous man says: "Well, I have not signed any agreement; I will pay a cut-throat wage in order to get the contract, and this is obviously hard on the honest contractor. In answer to Councillor Baxter's question, "I take it that a standard rate of wages which the Union want means in effect a maximum rate paid to competent men?" Mr. Reid said. "Yes, the highest wage." There was another point raised: Suppose a man is incompetent, you have to pay him a tip-top wage whether he is competent or not? Mr.

Reid made it clear that if he was competent he got the tip-top wage, but not otherwise. The Mayor said that if Mr. Reid was correct, then there could be no objection at all to the Union. I may say that the question was raised as to whether we had the power under our Cape Town Municipal Act of 1893, as amended by the Act of 1902, Section 108, to carry this Fair Wage Clause out. We have to publish Notices and call for Tenders, and the point was whether we had the right to bind tenderers in this way. The solicitors, Messrs. Fairbridge, Arderne & Lawton, said it was *ultra vires* and we would have to get the Acts altered. The matter was referred to counsel for opinion, and Mr. Searle gave an opinion on the 8th September, 1905. He said that under our existing Acts we could not have a Fair Wage Clause, because under these Acts the tenders should be perfectly free and unfettered in character. On the 28th September last year the Public Works Committee reported that they were in favour of the principle of a Fair Wage Clause, but owing to counsel's opinion being adverse they could not introduce it. Then the matter was sent to the Revision of Acts Committee, of which I am chairman, with a view to seeing whether we could not draft something amending the Act and introducing this Fair Wage Clause. We first drafted something on the lines of the Transvaal Municipal Association, who considered and adopted a Fair Wage Clause, which in their case provides that a list shall be kept of the rates of wages and hours of labour to be paid and observed by the Council in works which are in the nature of construction or manufacture, and which the Council may resolve to carry out without the intervention of a contractor. Such list is to be based on the rates of wages and hours of labour recognized by associations of employers and trades unions; and it further provides that in inviting tenders for work in the nature of construction or manufacture, the advertisement shall state that in the case of all workmen to be employed by the contractor he will be required

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to pay wages at rates not less, and to observe hours of labour not greater than the rates and hours set out in the Council's list, and that such rates of wages and hours of labour will form part of the contract. The Transvaal Municipal Association at the second annual meeting, held on 3rd March, 1905, resolved that this clause should be adopted by all Municipalities in the Transvaal. Although we drafted something similar to that, the Trades and Labour Council was not satisfied with it. After some correspondence, I arranged an interview between Mr. Parkhouse, then Secretary of the Standard Rate of Wages Committee, and now President of the Trades and Labour Council, the City Engineer, the Town Clerk, and myself, when we went carefully through another clause, which at the time we all thought was an admirable one, and which was finally adopted by the Cape Town Council. This clause was submitted by Mr. Parkhouse to a general meeting of the Trades and Labour Council, and after debate it was unanimously endorsed. Then the Town Council unanimously adopted it on the 19th April, 1906. In the Bill amending the Municipal Acts this will certainly be brought forward. There has been no time to take the necessary steps to alter the Acts this year, but there is no doubt that the clause will be adopted when the Acts are amended.

52b. *Chairman.*] It is proposed to adopt this Fair Wage Clause in Government contracts; what is your view on that point?—I think it would be just as easy for the Government in calling for tenders to stipulate for the insertion of the clause, and I am heartily in favour of its adoption. So far as I know, there would be no legal difficulty,—there is no Act of Parliament to prevent it, so far as I am aware.

53b. Each Tender Board must apply for a Government tender?—As it is under Government regulation, the Government would have to make the necessary provision for the insertion of a Fair Wage Clause.

54b. Would they not have to have a special Act?—I do not think so. As far as I am aware, the Government simply goes on with its tenders under its own regulations.

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55b. It would be much better in having a Labour Act to put that in?—I think it would be much better to have it included in an Act of Parliament, as in the event of a change of Government at any time, one Minister might revoke the regulations covering the point passed by his predecessor. At the present time there is the agreement in operation between the Master Builders' Association and the Cape Town and District Carpenters and Joiners which specifies the working hours and the standard rate of wages, and to which I have already referred. The employers on the one side and the workers on the other draw up an agreement and fix the working hours and wages, and this agreement is signed by both parties. The Town Council and the Government should see that all contractors abide by that. Some people think that it is dictated by the Union, but it is not so as it is the agreement of employers and workmen. The Town Council and Government simply enforce the agreement by compelling all tenderers to abide by the terms of the agreement.

56b. Will you put a copy of that agreement in?—Yes. [*Copy put in.*] The Government would simply register the agreement, and see that the successful contractor carried out its terms. Suppose that at any time the employers and workmen did not enter into such a contract, then nothing could be done by the Government and matters would remain in *statu quo*. We want to prevent the unscrupulous contractor who refuses to be bound by these agreements from coming in and getting the contract.

57b. *Mr. Powell.*] Do not you think that the clause as it stands is somewhat exclusive with regard to organised labour; that it contemplates that all the labour it deals with will be organised?—It is impossible to enforce agreements in the

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above way merely between individuals. But as a matter of fact this need hardly be considered, since the Trades and Labour Council has practically and successfully organised the whole body of labour.

58b. Then it says in effect that if you want to be protected you must organise?—Yes.

59b. How about those cases, not uncommon in the past, where the workmen have had their union in advance of the employers?—Well, that is a difficulty that the employers themselves will see when this clause is drafted. It will really lead to the organisation of both groups, otherwise it will mean that, although a man is not a member of an organisation, he will be bound by the agreement arrived at by the organised bodies.

60b. In cases where the trades do not happen to be organised, I suppose the clause would not be inserted in Government contracts?—Oh, yes, the agreements will include all trades.

61b. Take a man engaged in railway construction,—practically a navvy. They have not been organised, and it would be possible to sweat them all the same?—That would not prevent the organisations from protecting the men who are not members, and, as a matter of fact, they do so protect them. They will make provision for them in their agreement. Piece workers will also be included in the schedule. Of course, the position the Town Council have taken up to employers and workmen is: “You must protect your own interests, but we will give legal effect to the agreement between you.”

62b. *Mr. Dempers.*] You do not think that by a Fair Wage Clause being accepted it would be detrimental to the coloured section?—According to what Mr. Reid said, and according to what the members of the Trades and Labour Council themselves have stated, I think that it is perfectly clear that there is no distinction whatever as regards the coloured workmen and the whites. It will make every coloured man endeavour to get the

tip-top wage by being fully competent. If he is not fully competent, he will get correspondingly less. He has been damaged in the past by the architect putting the phrase in barring the coloured labour. That is why the result has been prejudicial to the coloured labourer. Mr. Reid was very severely examined on that point and he did not see that it would have the slightest effect. As a matter of fact, I may say that Dr. Abdurahman, who was very keenly approached on the matter of the coloured men, went fully into the question and supported me in the matter.

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63b. *Mr. Powell.*] There would be no danger of this clause so working as to enable trade unions to get demands satisfied which would not otherwise be satisfied?—No; the Town Council says to them "You have to get the employers' signature to the agreement, and until the signatures of both parties are given the Wage Clause does not come into operation." All that the Council or the Government will do is to give legal effect to what has been already adopted between the employers and the workmen. I understand that a copy of the clause as passed by the Town Council is in possession of the Committee.

APPENDIX.

[A.]

PROVISIONS OF THE FACTORIES AND SHOPS ACTS OF VICTORIA.

The Acts apply only to cities, towns, and boroughs ; they may be extended to shires by the Governor in Council.

Factories and workrooms must be registered. Fees, ranging from 2s. 6d. to £3 3s. are charged for registration.

A factory or workroom is any place where goods are prepared for trade or sale, and in which—

- (a) Four or more persons are working ;
- (b) Steam, water, gas, oil, or electric power is used ;
- (c) Furniture is made, or bread or pastry is baked for sale.

Nothing in the Acts applies to creameries, butter or cheese or concentrated or condensed milk factories, or to dairying or agricultural operations outside the metropolitan district.

Factories and workrooms must be approved by the local municipal council or the Chief Inspector before being registered. Regulations are made by the Board of Public Health for the guidance of the councils and the Chief Inspector in granting such approval.

Inspectors of Factories have power to enter and inspect factories, and to question employees either alone or in the presence of the employer or his agent.

Occupiers of factories who give out work must keep a record of it in prescribed forms.

The Chief Inspector must prepare an Annual Report, and occupiers of factories must furnish statistics for that purpose.

Persons preparing articles of clothing or wearing apparel for sale outside factories must register their names and addresses with the Chief Inspector.

Special boards may be appointed to fix wages and piecework rates for persons employed either inside or outside factories in making clothing or wearing apparel or furniture, or in bread-making or baking, or in the business of a butcher or seller of meat.

Special boards may be appointed for any process, trade, or business usually or frequently carried on in a factory or workroom, provided a resolution has been passed by either House declaring it is expedient to appoint such a board.

Special boards may consist of not less than four or more than ten members and a chairman, and hold office for two years. Half the members (elected as prescribed) shall be representatives of

employers, and half of employees. If the employers' or employees' representatives are not elected, the Governor in Council may appoint representatives. He also fills all vacancies. The members of a board may elect a chairman (not being one of such members); if they do not elect a chairman the Governor in Council may appoint one.

Regulations fixing the rates of payment to members of special boards provide £1 for a full day for the chairman, and 10s. for other members, and half rates for half days. A travelling allowance of 10s. per day is paid to members residing more than 40 miles from Melbourne. Railway fares are also repaid.

A board may fix either wages rates or piecework rates, or both; must also fix the hours for which the rate of wage is fixed, and the rate of pay for overtime; and in fixing wages may take into consideration the nature, kind, and class of the work, and the mode and manner in which the work is to be done, the age and sex of the workers, and any matter which may be prescribed by regulation.

A board may fix the proportion of apprentices or improvers to be employed in any process, trade, or business, and the wages to be paid to them; and in fixing such wages may consider age, sex, and experience.

The Determination of a special board applies to every city and town, and may be extended by the Governor in Council to any borough or shire or part of a shire.

A board may determine that manufacturers may be allowed to fix piecework rates, based on the minimum wage. That is to say, the board, after fixing time wages itself, may leave it to the employers to pay a fair equivalent to their pieceworkers. The Chief Inspector may, however, challenge any rate so paid, and the employer may have to justify it before the board.

The Chief Inspector may grant a licence to any aged or infirm worker to work at less than the minimum wage fixed by a board.

The Governor in Council may suspend a Determination for six months, and the board must then receive and examine evidence as to such Determination, and may amend it.

The validity of a Determination can only be questioned before the Supreme Court.

Employees must not be paid any part of a wage (fixed by a special board) in goods.

An employee may sue for his wages (if fixed by a special board), any agreement to the contrary notwithstanding.

Any person employed in a factory must be paid at least 2s. 6d. per week. No premium or bonus can directly or indirectly be charged for engaging or employing any female apprentice or improver in making articles of clothing or wearing apparel.

Every factory must be kept in a cleanly state, and be provided with proper ventilation and sufficient air space. (Great powers are given to the Department to enable it to enforce these provisions).

No child under 13 may work in a factory. No person under 16 years of age, and no woman or girl, can be employed for more than

48 hours in a factory or workroom, provided that on not more than ten days in a year, and on not more than one day in any week, overtime to the extent of three hours may be worked, subject to the payment of overtime at *pro rata* and 6d. tea money. Notice of having worked the overtime must be given to the Chief Inspector, and the reasons for working must also be stated. The Minister may also grant overtime not exceeding two months to any manufacturer if satisfied that the exigencies of trade require that overtime shall be worked.

The suspension is granted subject to the following conditions, amongst others :—

- That 6d. tea money is paid each evening overtime is worked.
- That employees are not compelled to work without their consent.
- That no employee receiving less than 8s. per week is worked more than 48 hours, and that overtime at the rate of time and a half is paid.

Boys and girls under 16 years of age must have medical certificates in certain classes of factories, and no boy under 14, or girl under 16, can work in a factory after 6 p.m., or before 6 a.m.

Persons in charge of steam engines and boilers must hold certificates from a State board of examiners. Dangerous machinery must be securely protected, but in case of disagreement as to the safeguards necessary, owners can appeal to arbitration. Government may order an inquiry by an expert into the cause of any accident.

[B.]

REPORT OF SUB-COMMITTEE APPOINTED TO VISIT
CERTAIN WORKSHOPS IN THE CITY.

A sub-committee, consisting of Messrs. Smith, Pyott, Dempers and the Chairman, visited a number of workshops in District 6. The inspection started at 9 p.m., and finished at 10.30 p.m., during which time some half a dozen workshops were visited, and the following conditions found to exist :—

In the first, three men were making coats and vests in a small room, in which they appeared to be accustomed to sleep and have their meals. There was a bed in the room, and also a stove for heating irons. These men informed us that they frequently had to work most of the night in order to earn a livelihood, this being due to the instructions issued by the master tailor's foreman that the work must be ready by a certain time. They also stated that they were paid 17s. 6d. for coat and vest, and that it took 36 hours' work to complete them.

At the next place we found a man, woman and young girl working at vest making. They informed us that they frequently worked 20 hours per day. It took eight hours to make a vest, for which they received 4s. 6d. to 5s. 6d. They also had to send for the work, and return it.

At another place we found three men and a couple of women at work. Here they informed us they had sometimes to put in as many as 104 hours in one week, and as a general rule they worked from 7.30 a.m. to 9 p.m., and even with these hours a first-class hand only made 10s. per day, and, at the outside, £3 5s. to £3 10s. per week. Tickets on the suits they were making showed that they had to be completed by 2 p.m. next day ; "*or no use*," were the words marked upon them. This meant, they said, if the clothing was not delivered at the time marked on the ticket they got no more work from that firm. There were, also, always others ready to undercut them, and only too willing to take the work at a cheaper rate. They considered that one of the reasons for their having to work such late hours was the want of consideration by the foreman cutters, who often neglected to cut out their work, laying it aside until the last possible moment, and then pressing them to deliver at a specified time, often the next day. They complained that not infrequently, when going for new work, they would find that the coat that they had worked at all night to finish was hanging on the pegs at the master tailor's, several days later, undelivered. True, this might be due to the customer not having called at the time he appointed, but, not infrequently, want of consideration on the part of the foreman was at the bottom of it.

At another workroom some men and women were working at hand-made dress coats, for which they were paid 27s. each. They stated that it took a qualified hand three days to finish one of these coats. Asked how many hours the day consisted of, they replied, from 7 in the morning until 10 at night, and at times to 12 p.m. Often they could get no work, or only got it late in the day, but when they did get it they generally had to finish it immediately.

At another place two men were working at trouser-making in a small stuffy room. There were two beds in the room, a cooking stove and a heating stove. They had also evidently had their meals in the room, for the dirty plates, etc., were still lying about. The materials for making up were flung on the beds, and, altogether, the room was badly ventilated, untidy, and dirty.

In other cases, single men were working in their own bedrooms. They stated that they brought home work to do at night, as they did not earn enough to make ends meet.

These were all white workers, there being no time on this occasion to visit the Malay tailors, who have their workshops in another portion of the town.

This Sub-Committee was forced to the conclusion that the out-workers in the tailoring trade labour under conditions that are anything but satisfactory ; the hours being too long, the clothing made under insanitary conditions, and, considering the hours worked, the pay is not adequate, in some instances only averaging 6d. per hour.

CHAS. W. H. KOHLER,
Chairman.

Committee Rooms,
Legislative Council,
3rd July, 1906.

[C.]

Office of the Town Council,
Oudtshoorn, 3rd July, 1906.

The Committee Clerk,
Legislative Council,
Cape Town.

SIR,

I have the honour to enclose herewith answers to questions put to two reliable men engaged in the feather sorting business in this town.

I have, &c.,

WALTER POWRIE,
Town Clerk.

[TWO ENCLOSURES.]

William Norman.

1. How long have you been engaged in feather sorting?—17 years.
2. What are your ordinary hours of labour?—From sunrise to sunset.
3. What wages are you paid?—I am paid £2 per week. The wages in the establishment in which I am employed range from 15s. per week up.
4. Do you work overtime, and, if so, how many hours per week does the overtime average in the course of a year?—There is not much overtime done in the office at which I am employed, but I know that at other places a good deal of overtime is done.
5. Are you paid for such overtime, and, if so, at what rate?—I am paid for overtime at the rate of 1s. per hour. I don't know what is paid at other places.
6. Have the rooms in which you work sufficient air space, and are they well ventilated?—The place in which I work (Messrs. Sciamma & Co.'s), there is sufficient air space, and the rooms are well ventilated, but I know that at some of the other places hands have to work in miserably small and badly ventilated rooms.
7. Is the sorting of feathers injurious to health, and, if so, in what way does it affect you?—In over-crowded rooms feather sorting is injurious to health. The dust arising from the feathers caused coughing in some of the hands. Some of the hands used respirators, to prevent the dust being inhaled.
8. Can you give any specific cases where feather sorters have had to give up the trade on account of its being 'unhealthy'?—No.
9. How many feather sorters are employed at Oudtshoorn, and what is the sex of those employed?—About 200, all males.
10. What is the average age of those employed at Oudtshoorn, and are any children employed in feather sorting there?—Those employed are chiefly young men and boys.

11. What remedies do you suggest for the improvement of your conditions?—Larger rooms, well ventilated, and proper classification of different kinds of feathers.

WILLIAM NORMAN.

Oudtshoorn, 3rd July, 1906.

William Leonard Vos.

1. How long have you been engaged in feather sorting?—19 years.

2. What are your ordinary hours of labour?—From daylight till sunset.

3. What wages are you paid?—From 6d. per day to 5s. 6d. per day.

4. Do you work overtime, and, if so, how many hours per week does the overtime average in the course of a year?—Every two months we do about two weeks of overtime, when we work an additional 24 hours per week. But sometimes we work right through the night.

5. Are you paid for such overtime, and, if so, at what rate?—Yes, from 6d. to 9d. per hour.

6. Have the rooms in which you work sufficient air space, and are they well ventilated?—No.

7. Is the sorting of feathers injurious to health, and in what way does it affect you?—The sorting of feathers is not so injurious to health as the small, badly-ventilated rooms in which we have to work. Oftentimes, in a room of 10 or 12 feet square, from 10 to 12 persons have to work. I have known from 15 to 20 hands to be at work in one of these rooms. Many of these rooms have clay floors.

8. Can you give any specific cases where feather sorters have had to give up the trade on account of its being unhealthy?—Yes, I had to give up the work for sometime, though I occasionally do sorting now. One, Philip van Oudtshoorn, contracted consumption whilst working at the trade, and I believe it was due to the circumstances under which he was employed. A coloured boy, Piet Coertman, a feather sorter, also died of the same complaint. Several of the hands employed in the trade are consumptive.

9. How many feather sorters are employed at Oudtshoorn, and what is the sex of those employed?—About 150; male.

10. What is the average age of those employed at Oudtshoorn, and are any children employed in feather sorting there?—About one-half of the above number are children under 15, the remainder being between 15 and 25. The older men employed in the trade are foremen.

11. What remedies do you suggest for the improvement of your condition?—Large airy rooms, and better lighting. During night work only candles are used.

W. L. VOS.

Oudtshoorn, 3rd July, 1906.

[D.]

ENGLISH ACT, 1903.—CHAPTER 45.

—
ACT TO MAKE BETTER PROVISION FOR REGULATING
THE EMPLOYMENT OF CHILDREN.

I. The Local Authority may make bye-laws prescribing for all children, or for boys and girls separately, and with respect to all occupations or to any specified occupation :

- (a) the age below which employment is illegal ;
- (b) the hours between which employment is illegal ;
- (c) the number of daily and weekly hours beyond which employment is illegal.

II. Prohibiting absolutely, or permitting, subject to conditions, the employment of children in any specified occupation.

The expression "child" means a person under the age of 14 years.

—
FACTORY AND WORKSHOPS ACT, 1901.—CHAPTER 22.

I. The following provisions shall apply to any factory as defined by this Act except a domestic factory :

- (a) It must be kept in a cleanly state.
- (b) It must be kept free from effluvia arising from any drain, water closet, earth closet, privy, urinal, or other nuisance.
- (c) It must not be so overcrowded while work is carried on therein as to be dangerous or injurious to the health of the persons employed therein.
- (d) It must be ventilated in such a manner as to render harmless, so far as is practicable, all the gases, vapours, dust or other impurities generated in the course of the manufacturing process or manufacturing processes or handicraft carried on therein that may be injurious to health.

There shall be sufficient sanitary conveniences, and Proper separate accommodation for the sexes.

[E.]

Office of the Commissioner,
 Urban Police District,
 Cape Town, 14th June, 1906.

No. M. 216/06.

The Committee Clerk,
 Legislative Council, Cape Town.

LIST OF FACTORIES IN CAPE TOWN WHERE FOUR OR
 MORE PERSONS ARE WORKING TOGETHER.

Sir,—In compliance with the request contained in your letter No. 78/395 of the 5th instant, I have the honour to forward herewith a list of the Factories in Cape Town where four or more persons are working together.

I also forward details of Factories within the Cape Peninsula, but outside of Cape Town.

The statements are only approximately correct.

I have, etc.,

(Sd.) R. M. CRAWFORD,
 Commissioner Urban Police District.

Detailed list accompanying showing 208 Factories in Cape Town and suburbs. [Not printed.]

[F.]

D/3932/06.

Enclosure.]

Town House, Cape Town,
 Cape of Good Hope,
 6th June, 1906.

The Committee Clerk,
 Legislative Council, Cape Town.

IN RE FAIR WAGE CLAUSE.

Sir,—Adverting to your letter of yesterday's date with reference to the above subject, I have the pleasure to enclose herewith, as desired, a copy of the resolution adopted by the Council at their meeting held on the 12th April, 1906, relative to the principal agreed upon with regard to the inclusion of a Fair Wage Clause in Municipal Contracts. I may state, for your information, that

the Council propose to introduce the clause in question in any forthcoming Bill which may be brought forward with a view to the consolidation of the law and government of the city.

I am, Sir,

Your obedient servant,

H. E. BAIN,
Acting Town Clerk.

IN RE FAIR WAGE CLAUSE.

Contractors tendering for or executing work for the Council under this Act must be paying to the whole of their workpeople (except such as may be employed under special provisions agreed upon by the employers and the organised bodies of workers) the standard rate of wages in the several districts where their workpeople are actually engaged in the execution of work, and must also be observing the hours of labour as well as the aforesaid rates of wages recognised by the associations of employers and the local organised bodies of workers in the various trades in the several districts where the work is being done. For the purposes of this Section a list shall be supplied to the Council by the associations of employers and the local organised bodies of workers of the rates of wages and the hours of labour to be paid and observed by such Contractors aforesaid from time to time. Should the Council have, in its opinion, reasonable grounds for believing that the above conditions are not being complied with, the Contractor shall be required to produce proof (to the satisfaction of the Council) of his compliance with the said conditions. The Contractor shall not assign or underlet the contract or any part of it, or sub-contract, except with the consent of the Council and upon such conditions as they may think fit; but if the tenderer at the time of tendering states his desire to sub-let any portions of the work not usually done by him, the Council will consent, provided that the sub-contractor is a person approved by them. The principal Contractor shall be responsible, however, for all work done by such sub-contractor, and for its being carried out under the same conditions as if executed by himself. Clauses embodying the various points herein named shall be inserted in all contracts for work, and contractors shall be required to signify their assent to them in writing. Failure to comply with any of the conditions set forth in such clauses shall leave it within the power of the Council to cancel the contract, or to call upon the Contractor to pay to the Council the sum of not exceeding £100 as penalty for every breach of any of the aforesaid conditions.

[G.]

CAPE TOWN AND DISTRICT CARPENTERS' AND JOINERS' LOCAL CODE OF WORKING RULES.

WORKING HOURS.

Rule I.

From the third Monday in July until the third Saturday in May of the following year the working hours shall be 48 per week, starting at 7.20 a.m. to 5 p.m., with one hour for dinner; and from the third Monday in May until the third Saturday in July they shall be 45 per week, starting at 7.50 a.m. to 5 p.m., with one hour for dinner. All work to cease at 12 noon on Saturdays.

Rule II.

The standard rate of wages shall be 1s. 9d. per hour for competent men.

Rule III.

Overtime to be paid at the rate of time and half from 5 p.m. to 12 p.m. On Saturdays from 1 p.m. to 6 p.m. Double time after 12 p.m., and on Saturdays 6 p.m. until the usual time of starting work, as per Rule I. Double time to be paid for Sunday, Christmas and New Year's Day.

Rule IV.

That men be allowed to travel one way, to or from the job, in the employer's time; if asked to walk, walking time; if by train or car, fare paid, and time allowed to reach town from the job as arranged. No walking time or fares to be allowed within $1\frac{1}{2}$ miles of the workshop.

NOTE.—This Rule shall not apply to men who may be taken on specially for a job in the country.

Rule V.

After a week's work, one hour to be given to put tools in order, whether in shop or job; and all men commencing work shall come with their tools in good order.

Rule VI.

A lock-up place shall be provided at a new job for the purpose of keeping men's tools during their absence at night.

Rule VII.

Three months' notice to be given on either side before any alteration shall take place either in the working rules or wages.

Rule VIII.

A copy of these rules to be hung in a conspicuous place in every workshop.

Amended Rules to come into force on the third Monday in May, 1905.

Signed on behalf of the Master Builders' Association,

JAS. MAXWELL, Chairman.

WALTER F. COLMAN, Secretary.

Signed on behalf of the workmen,

A. SIEVWRIGHT, President.

J. DUNLEAVY, Secretary.

[H.]

SOUTH AFRICAN MANUFACTURERS' ASSOCIATION.

Cape Town, June 22nd, 1906.

The Chairman,

Select Committee on Factories, &c.

Sir,—I am directed to forward for your information the enclosed copy of Rules for a General Conciliation Board, approved of by my Executive, and by which it is hoped any differences which may arise between employers and employés may be settled.

I am, etc.,

(Sd.) THOS. BAGNALL, Secretary.

RULES FOR GENERAL CONCILIATION BOARD.

NAME.

1. The name of the Board shall be "The Cape Peninsula Trades Conciliation Board."

OBJECTS.

2. The Board is established for the following objects:—

- (a) To promote and further the interests of trades in the Cape Peninsula.
- (b) To advance mutual understanding between employers and employés, and to maintain the same.
- (c) To prevent strikes and lock-outs.
- (d) To settle all and any differences that may arise between employers and employés.

There must be no suspension of work either at the instigation of the employers or employés, the main object of the Board being to prevent this.

CONSTITUTION.

3. The Board shall be constituted as follows, seven representatives of the employers, and seven representatives of the employés,

three of each to form a quorum. These representatives to be elected by a Special or General Meeting of their own bodies, and shall serve for one year, but be eligible for re-election. No member of the Board shall vote upon any question affecting an establishment in which he is directly interested as an employer or workman.

MANAGEMENT.

4. At the first meeting of the Board in each year the members shall elect a President from amongst themselves, who shall preside at all meetings of the Board. In the absence of the President the meeting shall elect a Chairman.

5. The Board shall meet at such times as it may determine, and on a requisition signed by three members of the Board, which must specify the nature of the business to be considered, and be lodged with the President, who shall call a meeting of the whole Board.

6. If at any meeting of the Board the number of employers or employés is unequal, whichever body is larger than the other must withdraw by arrangement or by ballot so many of their colleagues as are in excess before a question is put to the vote.

7. In case of resignation, death, or non-attendance of any member of the Board for more than two consecutive meetings, that side of the Board to which such member has been elected, shall elect another person to fill the vacancy, who shall serve until the Board retires.

8. All decisions of the Board shall be arrived at by the votes of the members at any meeting, duly and properly called, each member present being entitled to one vote (subject to the provisions of Rules 6 and 3). The Chairman, as such, shall not be entitled to any additional or casting vote. The decision of a majority of the Board shall be accepted as final and binding on all parties concerned.

UMPIRE.

9. Should the voting be equal, an Umpire shall be elected by the Board, if necessary, one of the Judges of the Supreme Court, whose decision shall be final and binding.

EXPENSES.

10. All expenses incurred by the Board shall be borne equally by the employer or employers and employés interested in each case adjudicated upon by the Board.

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